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A study of 1990-1991 beginning offers

CPC Salary Survey

March 1991

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The current state of the economy means most of this year's college graduates are facing a job market that is tighter than those of previous years. While the January 1991 report showed that fall recruitment had proceeded as planned, current recruitment activity is being affected by a "wait and see" attitude as many employers reevaluate their needs.

Recruitment is a mixed bag, and this report shows that some types of graduates made significant gains while other types saw decreases in starting salary offers. This reflects what CPC's field representatives are reporting: Some industries are doing very well, others are cutting back drastically, and geographic location is playing a major role in the recruitment of this year's graduates.

The uncertainty of many employers about the future of the economy has had significant effects on the offers being made right now. The March 1991 report shows that salary offers are very conservative compared to last year's final figures, reported in September 1990. However, because the September 1990 report showed a tremendous jump in starting salaries from those reported in March 1990, many of the offers reported here are actually higher than those reported at this same time last year.

Business administration graduates, apparently affected by the recession, posted starting salary offers that are 1.8 percent lower than those reported in September 1990 and are now averaging $23,096. Starting salary offers for management trainee positions, averaging $22,256, are also down slightly, and offers for sales positions are up less than 1 percent to an average of $24,882.

Accounting graduates, reporting lower starting salaries as of the January 1991 report, are now posting an average of $26,603, though this figure represents a less than 1 percent increase over last September's figures. Marketing graduates saw no change in their starting salary offers that averaged $23,540, while economics and finance graduates received offers averaging $25,002, again lower than the average reported in September.

While its products earned recognition for their performance in the Persian Gulf War, the aerospace industry shows no immediate indications of a turnaround. Starting offers to aerospace engineers are still slightly below last September's figure with an average of $30,318.

At a time when most employers are extending fewer job offers than in the past, 55 percent more offers have been reported this year from the petroleum industry. Average starting salary offers to petroleum engineers jumped 9.3 percent from last September to $38,486. Chemical engineers drew a 5.3 percent higher dollar average of $36,990.

Current opportunities in environment-related positions are abundant, and the future looks bright. Civil engineers posted a 5.9 percent gain in starting salary offers for an average of $29,798. Average starting salary offers for environmental engineering positions rose 4 percent since September to $30,503.

Mechanical engineers received a significant increase in starting salary offers of 5.7 percent for an average of $33,897, while a modest increase of 3.7 percent was received by electrical engineers, averaging $32,943.

Allied health graduates continue to show gains in their starting salary offers. The average increased 1.2 percent to $27,774. Medical technologists received an average starting salary offer of $24,349, a 1.7 percent increase.

Average offers to inexperienced M.B.A.s with technical undergraduate degrees rose 4.5 percent, with the average starting salary offer at $39,435. And while starting salary offers to inexperienced M.B.A.s with nontechnical undergraduate degrees are still below those reported in September, the gap is beginning to close. These graduates average $33,870.

With the war over, reports show that consumer confidence is rising; this, coupled with lower interest rates and oil prices that have returned to their pre-August 2 mark, could bode well for the economy. Indeed, there are signs that the economy has begun to pull out of recession. This may change the current downward trend in recruitment as confidence replaces caution, with employers attempting to fill positions previously put on hold.

The March 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to March 8, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offets reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**1,618**	**$26,603**	$26,391	0.8%	$30,500	$27,000	$22,000
Business Administration (incl. Management Science)	**431**	**23,096**	23,529	-1.8	30,000	22,000	16,800
Distribution Management	**8**	**27,613**	25,079	*	*	*	*
Economics & Finance (incl. Banking)	**464**	**25,002**	25,184	-0.7	30,000	25,192	19,000
Hotel/Restaurant Management	**38**	**21,097**	20,752	1.7	22,000	22,000	18,000
Human Resources (incl. Labor Relations)	**46**	**24,027**	23,101	4.0	30,000	24,250	20,000
Management Information Systems	**164**	**27,781**	27,428	1.3	31,980	28,000	24,000
Marketing/Marketing Management (incl. Research)	**456**	**23,540**	23,543	0.0	29,100	24,000	18,000
Real Estate	**4**	**20,080**	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	**35**	**21,767**	20,742	4.9	26,000	22,500	16,500
Communications	**104**	**21,583**	21,002	2.8	28,500	22,000	15,000
Journalism	**59**	**18,833**	19,488	-3.4	24,000	18,000	13,200
Telecommunications/Broadcasting	**17**	**23,106**	20,413	*	*	*	*
EDUCATION							
Elementary Education	**191**	**19,937**	18,974	5.1	26,000	20,005	13,000
Pre-Elementary Education	**25**	**17,139**	17,507	-2.1	23,900	19,200	10,000
Physical Education	**21**	**19,120**	19,904	-3.9	23,000	20,000	15,000
Special Education	**36**	**23,017**	20,433	12.6	26,000	22,950	18,500
HOME ECONOMICS							
Human Ecology	**9**	**19,411**	19,383	*	*	*	*
Textiles & Clothing	**23**	**20,978**	20,662	1.5	25,000	21,500	19,000
Merchandising Management	**24**	**21,388**	19,496	9.7	24,000	21,650	18,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**15**	**21,434**	23,607	*	*	*	*
Letters	**52**	**21,681**	21,566	0.5	28,200	20,350	17,000
Visual & Performing Arts	**42**	**19,738**	20,588	-4.1	24,650	19,791	15,000
Humanities-Other	**32**	**21,856**	23,213	-5.8	27,500	21,114	16,400
Criminal Justice	**37**	**21,057**	20,745	1.5	28,140	20,000	15,996
History	**24**	**20,447**	22,715	-10.0	24,000	20,118	15,800
Political Science/Government	**60**	**21,665**	23,677	-8.5	26,500	22,000	15,000
Psychology	**74**	**18,802**	20,688	-9.1	25,000	18,500	12,050
Sociology	**38**	**18,943**	20,134	-5.9	23,000	19,100	14,000
Social Sciences-Other	**56**	**19,088**	21,627	-11.7	23,500	18,500	14,400
ENGINEERING							
Aerospace & Aeronautical	**74**	**30,318**	30,509	-0.6	34,100	30,330	26,000
Agricultural	**17**	**31,471**	30,127	*	*	*	*
Architectural	**26**	**30,727**	28,916	6.3	36,000	30,900	26,000
Bioengineering & Biomedical	**4**	**26,875**	30,052	*	*	*	*
Chemical	**685**	**36,990**	35,122	5.3	40,000	37,500	34,000
Civil	**390**	**29,798**	28,136	5.9	36,000	29,200	24,912

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	73	**$32,056**	$31,490	1.8 %	$37,000	$33,000	$26,252
Electrical	737	**32,943**	31,778	3.7	37,300	33,500	27,332
Environmental	2	**29,700**	30,019	*	*	*	*
Industrial	164	**32,058**	30,525	5.0	34,992	32,510	28,000
Mechanical	891	**33,897**	32,064	5.7	38,000	34,000	29,120
Metallurgical	54	**33,803**	32,235	4.9	36,000	33,600	31,500
Mining	32	**31,018**	29,383	5.6	34,000	31,900	26,400
Nuclear	9	**32,895**	31,750	*	*	*	*
Petroleum	123	**38,486**	35,202	9.3	42,000	39,500	32,400
Textile	+	+	33,219				
Engineering Technology	97	**27,814**	29,318	-5.1	33,600	28,340	20,000
Industrial Technology	12	**26,042**	29,235	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	43	**21,949**	21,834	0.5	27,600	22,000	16,500
Animal Sciences	23	**21,528**	19,719	9.2	26,000	21,840	17,500
Plant Sciences	6	**21,413**	21,176	*	*	*	*
Natural Resources	8	**21,095**	19,058	*	*	*	*
Other Agricultural Sciences	23	**25,440**	24,411	4.2	30,000	25,000	21,500
COMPUTER SCIENCES							
Computer Science	395	**30,153**	29,804	1.2	35,000	30,940	24,000
Computer Programming	15	**29,123**	28,223	*	*	*	*
Information Sciences & Systems	102	**28,800**	28,631	0.6	32,900	29,150	24,000
Systems Analysis	3	**21,867**	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	59	**27,774**	27,436	1.2	33,000	28,000	22,000
Health Sciences[1]	26	**20,944**	20,827	0.6	27,000	20,900	16,000
Nursing	55	**27,964**	28,270	-1.1	35,360	26,000	20,000
Pharmacy[2]	27	**39,633**	36,728	7.9	43,000	39,520	37,000
SCIENCES							
Actuarial	4	**25,225**	28,267	*	*	*	*
Architectural & Environmental Design	15	**25,927**	25,125	*	*	*	*
Biological	30	**20,410**	21,800	-6.4	25,000	20,862	15,000
Chemistry	37	**27,625**	27,494	0.5	33,540	30,000	18,000
Geological	17	**27,691**	23,463	*	*	*	*
Mathematics (incl. Statistics)	61	**25,595**	27,032	-5.3	34,700	25,000	20,000
Physics	13	**28,176**	28,022	*	*	*	*
Other Physical and Earth Sciences	4	**20,637**	21,044	*	*	*	*
Polymer Science	+	+	32,066				
Textile Science	+	+	26,979				
	8,559						

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	**1,234**	**$27,135**	$26,824	1.2%	$31,000	$27,275	$23,500
Accounting (Private)	**396**	**24,744**	25,273	-2.1	29,000	25,775	18,000
Commercial Banking (Consumer)	**28**	**21,850**	21,915	-0.3	25,500	22,250	15,500
Commercial Banking (Lending)	**34**	**23,065**	24,171	-4.6	27,000	24,750	15,000
Investment Banking (Corporate Finance)	**13**	**25,577**	29,065	*	*	*	*
Investment Banking (Mergers & Acquisitions)	**1**	**24,000**	26,534	*	*	*	*
Investment Banking (Real Estate)	**4**	**18,875**	25,358	*	*	*	*
Investment Banking (Sales & Trading)	**11**	**23,963**	23,226	*	*	*	*
Financial/Treasury Analysis	**167**	**26,242**	26,692	-1.7	31,800	27,000	20,000
Portfolio Management/Brokerage	**16**	**21,160**	23,430	*	*	*	*
Insurance (Underwriting)	**71**	**23,705**	24,012	-1.3	27,600	24,000	20,000
Insurance (Claims)	**51**	**22,344**	22,456	-0.5	26,200	22,020	16,973
COMMUNICATIONS							
Design/Graphic Arts	**14**	**19,295**	20,370	*	*	*	*
Media Planning	**5**	**25,460**	19,795	*	*	*	*
Reporting	**13**	**14,975**	16,517	*	*	*	*
Production	**35**	**24,503**	25,338	-3.3	34,000	24,000	15,000
Public Relations	**30**	**19,384**	20,322	-4.6	25,717	18,750	15,000
Writing/Editing	**20**	**19,635**	19,972	-1.7	25,000	18,300	15,600
MARKETING							
Advertising	**17**	**20,135**	21,927	*	*	*	*
Brand/Product Management	**66**	**23,855**	25,442	-6.2	33,000	23,002	15,000
Buyer/Merchandising	**99**	**22,841**	23,021	-0.8	28,000	23,000	18,000
Distribution	**30**	**26,709**	26,152	2.1	33,000	26,850	21,500
Market Research	**39**	**25,261**	25,128	0.5	33,000	25,000	17,500
Purchasing	**17**	**24,787**	24,204	*	*	*	*
Sales	**488**	**24,882**	24,719	0.7	32,000	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	**19**	**19,870**	21,236	*	*	*	*
Finance, Taxation, Monetary Policy	**42**	**22,802**	23,017	-0.9	26,880	22,900	20,195
Economic Programs	**7**	**22,056**	24,373	*	*	*	*
Law Enforcement	**25**	**22,986**	24,037	-4.4	28,704	21,000	18,888
Military	**26**	**23,803**	22,375	6.4	30,000	23,550	16,650
National Security	**7**	**20,229**	24,459	*	*	*	*
Urban/Regional Planning	**7**	**17,261**	23,546	*	*	*	*
ENGINEERING							
Bioengineering	**4**	**24,500**	33,193	*	*	*	*
Design/Construct	**440**	**30,781**	30,096	2.3	36,600	31,100	24,912
Environmental/Sanitation	**81**	**30,503**	29,334	4.0	36,500	31,740	24,000
Manufacturing/Industrial	**480**	**33,740**	31,948	5.6	37,800	34,000	30,000
Systems/Programming	**109**	**32,129**	31,078	3.4	35,820	33,000	27,600
Power Systems	**106**	**32,930**	31,720	3.8	36,500	33,000	26,519
Software Design & Development	**91**	**32,469**	31,802	2.1	36,300	33,000	28,860
Hardware Design & Development	**94**	**33,354**	32,303	3.3	36,500	34,000	28,000
Research & Development	**173**	**33,937**	32,283	5.1	38,400	35,000	26,256
Testing	**82**	**30,457**	30,205	0.8	35,300	31,330	25,000
Process Engineering	**553**	**37,480**	35,045	6.9	40,400	37,800	35,000
Project Engineering	**403**	**34,231**	32,130	6.5	39,500	34,200	28,000
Other Engineering	**714**	**32,598**	31,333	4.0	38,000	33,000	26,252
HEALTHCARE							
Administrative	**19**	**24,503**	22,109	*	*	*	*
Industrial Hygiene	**2**	**23,916**	28,826	*	*	*	*
Medical Technology	**28**	**24,349**	23,950	1.7	31,950	24,250	19,500
Nursing / Personal Care	**51**	**27,158**	28,200	-3.7	35,000	26,000	20,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
Continued . . .							
Occupational Therapy	17	**$29,035**	$25,644	*	*	*	*
Pharmacist	28	**39,165**	37,466	4.5 %	$43,000	$39,520	$35,000
Physical Therapy	4	**19,045**	29,309	*	*	*	*
Respiratory Therapy	3	**35,885**	25,030	*	*	*	*
Other Health Related	53	**24,256**	21,842	11.1	31,000	24,000	15,000
SOCIAL SERVICES							
Administration	15	**20,661**	19,827	*	*	*	*
Counseling	41	**16,686**	16,658	0.2	20,112	17,000	12,000
Fundraising/Development	1	**15,240**	16,930	*	*	*	*
Social Work	29	**16,927**	17,313	-2.2	20,000	16,500	13,000
COMPUTER SCIENCE							
Computer Programming	305	**28,420**	28,589	-0.6	34,000	28,200	23,000
Information Systems	107	**29,174**	28,262	3.2	35,000	30,000	22,000
Computer Systems Analyst	191	**29,761**	29,539	0.8	35,000	29,500	24,500
OTHER FUNCTIONAL AREAS							
Actuarial	10	**30,424**	30,222	*	*	*	*
Agricultural/Natural Resources	55	**21,431**	20,122	6.5	27,000	20,000	17,000
Architecture	7	**25,057**	21,993	*	*	*	*
Consulting	175	**28,662**	28,679	-0.1	33,500	29,000	24,000
Human Resources/Industrial Relations	50	**22,429**	23,233	-3.5	28,340	21,000	17,000
Management Trainee	594	**22,256**	22,269	-0.1	28,500	21,850	17,000
Mathematician/Statistician	16	**23,501**	25,451	*	*	*	*
Paralegal	5	**19,000**	20,908	*	*	*	*
Research (Nontechnical)	5	**24,400**	22,480	*	*	*	*
Research (Technical)	16	**29,153**	27,896	*	*	*	*
Teaching	366	**20,511**	19,353	6.0	26,000	20,952	14,000
	8,559						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 8,559

Business	Communications	Education	Home Economics	Humanities & Social Sciences	Engineering	Agricultural & Natural Resources	Computer Sciences	Health Sciences	Sciences
38 %	2 %	3%	1 %	5 %	40 %	1 %	6 %	2 %	2 %

Business	Communications	Education	Humanities & Social Sciences	Engineering	Sciences
41 %	1 %	6 %	4%	36 %	12 %

Master's Degree Candidates (Inexperienced)
Total Offers = 939

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,878 639 $28,000 $21,600	Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,136 1197 $30,500 $23,799	$20,000 1		$25,548 22 $31,200 $21,000	$23,500 2	$28,813 8	$22,788 8	$26,398 11	$25,800 2	$24,729 24 $28,000 $20,000	$19,750 2	$24,714 7	$25,466 38 $29,000 $20,000	$25,200 1	$20,942 12			$20,000 1
Business Administration - incl. Management Science	$25,971 7	$30,000 1		$20,845 15	$21,000 6	$25,333 6	$25,357 12	$28,500 12	$18,000 1	$20,173 15	$20,208 12	$18,591 11	$23,587 35 $27,600 $20,000	$18,000 1	$20,333 112 $24,000 $17,500	$22,500 1		
Distribution Management															$24,000 1			
Economics & Finance (incl. Banking)	$26,731 23 $31,000 $24,800	$31,200 1		$23,822 60 $27,000 $19,200	$23,731 13	$28,366 7	$24,433 9	$27,550 29 $31,000 $26,000	$18,798 2	$21,466 44 $30,000 $15,480	$24,500 2	$25,000 5	$24,400 48 $27,078 $20,000	$21,000 1	$22,176 34 $27,000 $18,000		$26,700 1	
Hotel / Restaurant Management											$18,822 9	$21,846 28 $22,000 $20,000			$20,600 1			
Human Resources (incl. Labor Relations)				$21,500 2			$30,000 1			$23,000 2			$22,607 22 $25,000 $20,000		$21,000 1	$16,000 1		$20,000 1
Management Information Systems	$28,500 5			$27,500 1	$18,000 1	$27,964 4	$26,428 15	$29,900 15		$27,067 3	$25,000 2		$26,342 13		$25,576 12			$27,300 1
Marketing/Marketing Management (incl. Research)		$20,000 3		$20,980 5	$24,717 6	$24,167 12	$23,423 13	$24,871 7	$25,000 1	$20,050 12	$21,300 3	$18,500 4	$24,653 28 $30,000 $20,000		$22,234 144 $27,000 $18,000	$26,625 4		$21,536 5
Real Estate										$21,250 2								
Advertising		$20,627 11			$21,000 1	$23,520 5				$35,000 1			$25,000 1		$16,833 6			
Communications	$18,000 1	$18,000 5		$22,353 3		$21,000 4	$22,625 4	$26,500 1	$20,000 1	$12,500 1	$18,500 4	$17,650 2	$23,487 8		$21,122 24 $26,000 $14,500	$21,000 1		$14,400 2
Journalism		$17,184 7		$22,000 1		$17,472 8	$18,250 4	$22,000 1		$25,000 1			$21,750 2	$21,840 1	$21,075 8			$15,590 10
Telecommunications/ Broadcasting						$20,360 6						$23,000 2	$21,600 1		$21,250 2			
Elementary Education													$18,000 1					
Pre-Elementary Education								$10,000 1										
Physical Education																		
Special Education																		

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$15,300 1		$19,250 2			
Textiles & Clothing											$19,200 1				$19,972 18			
Merchandising Management															$21,388 24 $24,000 $18,000			
Foreign Languages		$31,500 1	$22,100 1			$28,500 1							$21,600 1			$25,000 1		
Letters				$19,833 3		$18,000 2	$27,733 3			$25,000 1			$24,000 1		$16,948 5		$19,000 1	$15,200 1
Visual & Performing Arts		$18,750 2				$22,000 1					$15,000 1				$13,833 3			$15,248 2
Humanities-Other		$12,480 1		$40,000 1									$23,902 5	$20,000 1	$21,350 4		$25,000 1	
Criminal Justice													$20,000 1	$20,667 6	$15,926 2		$23,901 3	
History				$20,500 2		$24,000 1	$16,000 1	$18,000 1							$19,100 9			
Political Science / Government				$18,000 3	$16,400 2	$13,500 2	$28,900 1	$25,500 2		$22,000 1	$14,820 1	$20,400	$19,800 3	$11,440 2	$21,917 6	$26,000 1		$24,917 3
Psychology						$26,750 2		$26,900 1	$22,000 1		$12,050 1	$17,500 2	$19,400 3		$20,530 14	$12,000 1	$21,000 1	
Sociology				$15,000 1						$20,000 1		$19,250 2	$19,000 1		$16,400 3	$21,667 3	$23,000 1	
Social Sciences-Other				$16,200 1		$16,000 2	$25,000 1	$20,900 2	$14,560 1				$23,500 1	$18,500 2	$18,005 4			
Aerospace & Aeronautical Engineering								$31,000 3	$29,000 1									
Agricultural Engineering								$32,375 4							$30,667 3			
Architectural Engineering								$30,667 6	$29,620 3									
Bioengineering & Biomedical Engineering															$28,500 1			
Chemical Engineering								$35,050 15	$32,437 5									
Civil Engineering								$29,073 63 $31,000 $27,000	$29,417 43 $32,400 $26,500									
Computer Engineering						$37,000 3	$27,216 9	$28,875 4	$30,000 1				$24,000 1		$26,500 1			

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$31,000 1		$29,016 1			$34,505 19	$31,075 31 $36,500 $26,000	$30,948 44 $33,900 $27,500	$30,273 14						$26,500 1			
Environmental Engineering																		
Industrial Engineering	$30,000 2					$32,100 4	$32,400 1	$30,017 11	$32,500 2	$28,000 1			$25,000 3					
Mechanical Engineering	$31,000 1		$28,500 2				$33,884 5	$32,814 28 $34,230 $31,000	$33,012 19						$33,333 3	$30,000 1		
Metallurgical Engineering									$33,000 1									
Mining Engineering								$30,102 11	$25,200 2									
Nuclear Engineering								$33,200 2										
Petroleum Engineering									$35,533 3									
Textile Engineering																		
Engineering Technology		$15,000 1				$30,000 1	$24,548 5	$26,000 2	$35,947 3				$31,500 1		$29,750 2			$28,000 1
Industrial Technology								$29,000 1										
Agribusiness				$20,225 4				$19,000 2							$21,750 5			
Animal Sciences				$30,000 1				$21,500 1							$22,500 1			
Plant Sciences															$12,400 1			
Natural Resources								$23,693 3							$20,000 1			
Other Agricultural Sciences												$25,000 1						
Computer Science	$29,489 9		$28,800 1	$27,572 7	$32,000 1	$31,795 21 $35,000 $29,000	$28,614 72 $34,800 $20,800	$30,196 21 $34,000 $27,000	$21,700 2	$28,691 11		$22,500 1	$27,593 14		$23,250 6			$24,500 2
Computer Programming							$30,500 5	$31,500 2					$27,000 1		$27,750 2			
Information Sciences & Systems	$28,375 4					$29,825 4	$26,168 16	$31,333 12		$23,000 3			$27,616 4		$22,067 3			
Systems Analysis								$25,000 1										

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services •	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy															$40,909 21 $43,000 $39,000			
Actuarial								$28,000 1					$24,300 3					
Architectural & Environmental Design	$26,500 1		$24,667 3					$28,600 1	$28,000 1		$25,000 1							
Biological							$22,000 1	$23,800 1	$19,600 1						$21,500 4			
Chemistry								$24,500 1	$36,000 1				$31,500 1					$15,600 1
Geological								$22,900 2	$27,533 6									
Mathematics (incl. Statistics)				$26,600 2		$30,950 2	$25,150 4	$26,460 5	$30,053 3	$25,000 1			$26,863 7		$21,750 2			
Physics							$26,510 2	$25,200 1			$22,000 1							
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$27,120 1233 $30,800 $23,500	$19,996 33 $27,500 $14,000	$22,100 1	$23,285 120 $27,000 $17,000	$22,632 31 $28,000 $17,000	$23,513 71 $31,500 $15,000	$24,361 72 $29,000 $19,000	$27,046 83 $31,000 $23,500	$20,973 9	$22,118 108 $30,000 $15,480	$19,720 38 $24,000 $14,000	$21,303 64 $25,000 $18,000	$24,016 206 $28,000 $19,200	$19,328 15	$21,205 451 $26,500 $16,000	$22,615 13	$23,301 8	$18,476 26 $26,000 $13,645
Technical Curricula	$29,300 18	$15,000 1	$26,888 7	$25,507 14	$32,000 1	$32,886 54 $38,000 $29,000	$28,929 151 $35,172 $21,000	$30,358 248 $34,500 $26,004	$30,526 111 $36,120 $25,000	$27,350 16	$23,500 2	$23,750 2	$27,135 35 $32,000 $23,000		$30,683 57 $42,000 $20,000	$30,000 1		$23,150 4

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$32,192 35 $36,500 $27,500	$33,750 4		$32,249 12	$39,300 8	$31,750 4	$31,028 11	$34,592 13		$43,667 6		$28,100 5	$31,000 2					
MBA - Technical Undergraduate Degree	$21,000 1				$55,000 5			$31,350 2		$30,000 1			$32,500 2					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$21,500 4		$23,829 15	$24,462 8	$16,750 4	$21,730 24 $24,500 $20,195	$23,519 36 $26,880 $18,852	$22,333 3	$23,982 10				$25,500 1	$27,034 5	$21,067 3	$22,465 4	$23,167 3	$28,060 13
Business Administration - incl. Management Science	$17,500 1	$22,370 4	$22,150 12	$24,750 2	$23,250 6	$22,583 18	$19,820 7	$20,248 8	$21,500 3			$15,236 1	$22,000 1	$26,100 3	$25,000 1	$29,300 12	$17,833 6	$29,306 17
Distribution Management			$26,000 1			$22,500 1										$29,200 2		$29,500 1
Economics & Finance (incl. Banking)	$27,500 2		$23,634 7	$27,265 4		$21,184 15	$23,485 6		$23,290 4				$20,000 1	$24,945 4		$20,616 10	$22,150 2	$28,115 8
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$26,200 1	$23,200 1		$24,000 1	$24,500 1									$32,000 1	$27,000 2	$30,000 1
Management Information Systems		$23,040 1	$25,421 7	$28,883 8	$20,000 1	$17,653 2	$25,250 2		$25,000 1					$25,494 7	$30,500 2	$29,000 3	$26,500 2	$32,843 6
Marketing / Marketing Management (incl. Research)	$19,200 1		$20,000 9	$20,120 4	$26,000 1	$21,435 6	$20,000 1		$26,333 3					$23,920 1	$25,000 1	$25,100 8	$18,667 3	$27,504 25 $31,032 $24,070
Real Estate	$17,000 1						$20,820 1											
Advertising					$28,900 1	$23,560 1												$23,000 1
Communications	$18,900 1		$24,833 5	$22,334 7	$21,500 2	$35,000 1		$20,167 3	$19,000 1	$22,000 1		$13,500 2	$16,645 1		$21,000 1	$28,100 2	$20,000 1	$28,500 2
Journalism	$22,000 1				$17,167 3	$23,284 1	$21,600 1								$13,000 1			$34,000 1
Telecommunications / Broadcasting						$21,037 1										$30,000 2		$30,000 1
Elementary Education					$20,191 104 $26,000 $13,644					$12,948 2		$12,980 3						
Pre-Elementary Education					$18,222 18					$20,000 1		$13,116 4						
Physical Education					$19,710 10	$16,305 1		$13,440 1	$17,000 1									
Special Education					$23,337 33 $26,000 $19,100				$17,500 1			$20,500 2						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology				$26,500 1	$20,450 2	$21,000 1						$15,000 1						
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages					$19,310 7	$16,644 1	$17,000 1											
Letters			$24,000 1	$32,000 1	$22,111 14	$22,467 3	$19,667 3		$12,700 2							$29,500 2		$22,500 2
Visual & Performing Arts				$15,750 2	$20,952 23 $25,000 $15,600			$18,600 1	$18,720 1			$23,600 2		$23,000 1				
Humanities-Other					$19,622 7	$24,750 2		$20,000 3										
Criminal Justice					$15,013 1	$17,380 5	$23,037 17					$16,000 1						
History			$20,000 1		$19,345 3	$16,000 1	$30,000 1					$24,000 1					$16,800 1	$30,000 1
Political Science / Government					$29,700 2	$20,939 8	$23,292 10					$22,000 1						$22,750 2
Psychology					$19,081 6	$23,100 1	$17,010 2	$16,813 6	$16,428 6	$17,820 3		$16,837 15	$11,000 1				$25,200 1	$32,796 1
Sociology			$19,500 1		$17,600 1	$20,112 1	$23,855 4	$19,000 1	$18,636 3	$18,000 1		$15,943 7	$16,500 2					
Social Sciences-Other	$15,000 1		$19,260 2		$20,363 8	$19,900 6	$17,222 7		$17,700 4	$18,220 2		$18,114 7	$27,000 3					
Aerospace & Aeronautical Engineering		$30,000 1	$33,000 1			$26,789 14								$30,822 38 $32,004 $29,496				
Agricultural Engineering															$25,000 2	$33,317 6		
Architectural Engineering							$26,283 4										$30,500 7	
Bioengineering & Biomedical Engineering									$17,000 1									
Chemical Engineering		$35,633 3	$24,812 1	$32,112 3	$36,200 1	$27,837 6	$29,410 2							$35,220 2	$36,220 10	$35,457 7	$40,800 1	$37,055 278 $39,000 $35,400
Civil Engineering		$20,800 1	$27,824 28 $34,000 $24,144	$32,437 15		$25,727 18	$27,886 91 $34,034 $24,144							$28,561 3		$29,947 3	$29,254 30 $31,800 $27,000	$33,122 8
Computer Engineering		$34,503 2		$35,000 1		$27,424 7	$28,500 1							$31,870 2				$32,960 4

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$36,053 11		$33,118 85 $35,000 $31,200		$26,876 69 $31,490 $21,204	$31,160 5						$30,000 1	$32,083 45 $33,660 $30,160		$33,900 43 $35,820 $32,300	$30,250 4	$36,242 25 $37,800 $34,920
Environmental Engineering																		
Industrial Engineering			$30,000 1	$32,958 7		$24,500 8								$28,975 4	$34,750 1	$32,858 23 $34,500 $31,000	$33,015 4	$33,932 17
Mechanical Engineering		$32,786 7		$32,694 52 $35,500 $29,400		$26,142 30 $30,000 $21,204	$27,900 5							$30,615 63 $32,800 $28,500	$33,731 9	$33,345 115 $35,880 $31,000	$33,465 8	$36,135 88 $38,496 $33,600
Metallurgical Engineering				$50,400 1			$26,000 1							$31,500 1	$30,000 1	$34,900 3		
Mining Engineering				$33,800 1			$24,800 1									$26,400 1		
Nuclear Engineering				$33,200 2		$26,252 1	$33,500 1											
Petroleum Engineering																		$41,000 2
Textile Engineering																		
Engineering Technology		$25,000 1	$20,000 1	$17,000 2	$26,250 2	$23,267 3	$26,700 1	$19,500 1						$28,913 16	$33,000 1	$27,433 6	$28,471 7	
Industrial Technology														$31,200 1		$25,200 4		
Agribusiness					$20,065 3	$23,000 1	$20,920 2			$22,000 1					$22,300 21 $28,000 $15,000			$24,500 1
Animal Sciences					$18,750 2	$22,200 1				$25,000 1					$21,015 13		$21,840 1	
Plant Sciences					$38,000 1										$20,000 1			
Natural Resources							$20,700 2											
Other Agricultural Sciences					$24,600 1		$27,350 2								$27,167 6			
Computer Science		$28,738 8	$33,900 3	$31,435 10	$22,000 1	$25,902 11	$24,391 9	$30,000 1	$25,340 5					$29,527 17		$28,450 4		$33,331 12
Computer Programming			$29,400 1							$20,238 1								
Information Sciences & Systems			$26,725 4	$29,500 1	$18,968 1	$20,195 1			$28,000 2					$26,000 3		$28,000 4		$33,023 11
Systems Analysis							$18,600 1		$22,000 1									

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$22,295 4		$14,594 2	$28,670 48 $33,000 $23,000	$28,826 5									
Health Sciences					$23,000 1			$22,246 15	$18,957 6				$17,000 3					
Nursing							$22,175 1	$28,040 48 $35,360 $20,000	$20,582 5									$22,000 1
Pharmacy								$35,500 4	$34,500 2									
Actuarial																		
Architectural & Environmental Design					$25,000 2											$26,500 1	$25,375 4	
Biological		$18,900 5			$17,307 6	$13,440 1	$20,973 3	$21,500 2							$26,000 1			$20,000 1
Chemistry		$23,880 2			$14,359 3	$29,460 2		$18,000 1										$29,526 22 $33,000 $24,960
Geological		$26,000 2				$23,750 3	$24,000 1											
Mathematics (incl. Statistics)					$19,466 9	$20,975 7	$23,775 2	$22,000 1								$27,600 2		$33,100 2
Physics					$33,272 1	$24,732 3											$28,500 1	$32,000 1
Other Physical & Earth Sciences					$20,637 4													
Polymer Science																		
Textile Science																		
BACHELOR'S SUMMARY																		
Nontechnical Curricula	$20,217 12	$22,504 5	$22,984 62 $27,600 $17,000	$24,614 38 $30,000 $18,000	$20,537 345 $26,000 $14,292	$21,392 99 $25,000 $16,500	$22,438 100 $28,119 $17,600	$19,285 26 $23,504 $14,996	$20,609 40 $28,000 $15,000	$17,340 10		$16,804 47 $22,200 $12,000	$21,715 10	$25,649 21 $27,560 $23,140	$23,200 9	$27,850 46 $32,000 $22,000	$21,220 21 $25,800 $18,000	$28,350 82 $32,400 $23,000
Technical Curricula		$30,501 43 $37,500 $20,000	$28,122 40 $34,000 $24,144	$32,734 100 $36,000 $29,000	$21,196 42 $26,000 $16,000	$26,011 106 $31,490 $21,201	$26,989 137 $34,034 $22,175	$27,523 121 $35,000 $20,000	$25,795 27 $31,800 $17,500	$22,413 3			$20,250 4	$30,683 195 $33,500 $28,000	$26,728 66 $35,500 $17,500	$32,852 222 $35,880 $29,800	$29,908 67 $34,200 $26,000	$35,984 473 $38,600 $32,000
MBA - INEXPERIENCED - BY TYPE OF EMPLOYER																		
MBA - Nontechnical Undergraduate Degree	$25,000 2		$33,000 2	$27,486 4	$25,000 2	$25,101 2	$20,280 1	$30,000 1			$20,000 1			$30,000 1		$38,000 2		$42,667 6
MBA - Technical Undergraduate Degree							$34,000 2							$40,000 1				$38,600 5

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$30,065 10	$26,669 22 $29,000 $24,000	$29,050 5	$28,125 4	$19,067 3	$23,000 1	$20,500 1	$26,500 4	$27,717 83 $30,000 $26,000	$22,200 1		$21,600 1	$16,000 3	$22,750 2	$27,000 2	$21,323 15
Business Administration - incl. Management Science	$29,477 7	$28,140 10	$28,616 19	$32,000 1	$20,950 4	$22,000 1	$27,000 2	$16,000 1	$28,475 14	$24,200 2		$26,258 3		$22,460 7	$22,000 1	$21,904 12
Distribution Management		$33,800 1	$26,700 1													
Economics & Finance (incl. Banking)	$29,843 10	$26,857 14	$26,943 7	$27,265 10	$27,000 1		$23,800 2	$26,100 4	$28,520 47 $32,000 $26,400	$19,833 3		$29,000 2	$26,100 1	$24,800 5	$25,125 4	$23,825 12
Hotel / Restaurant Management																
Human Resources (incl. Labor Relations)	$31,500 2	$26,000 1	$30,000 1	$24,500 1			$23,000 1		$25,750 2							
Management Information Systems	$28,900 6	$30,822 5	$26,333 3	$33,000 1		$27,600 1	$29,800 2		$28,642 27 $30,700 $25,000			$34,800 3		$27,750 2		
Marketing / Marketing Management (incl. Research)	$24,711 18	$25,470 6	$24,592 27 $28,000 $20,400	$25,829 14			$27,000 3	$24,563 4	$27,951 11	$27,200 5	$30,000 1	$25,250 6	$34,200 2	$22,500 9	$24,875 8	$22,610 32 $26,000 $18,000
Real Estate																
Advertising				$25,000 1	$25,000 1		$18,500 1			$26,000 1					$13,000 1	$19,100 2
Communications			$28,167 3	$18,000 1					$29,600 1						$25,750 2	$21,500 6
Journalism			$22,050 2												$18,000 1	$16,896 5
Telecommunications / Broadcasting			$24,750 2													
Elementary Education															$10,000 1	
Pre-Elementary Education																$18,000 1
Physical Education																
Special Education																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																$17,500 1
Textiles & Clothing	$26,000 1													$25,933 3		
Merchandising Management																
Foreign Languages																$24,000 1
Letters	$30,000 1													$21,000 1	$27,600 1	$20,200 4
Visual & Performing Arts	$19,600 1															$21,000 2
Humanities-Other	$22,000 1		$20,000 1	$11,500 1										$21,000 1		$25,217 3
Criminal Justice								$22,000 1								
History																$25,000 1
Political Science / Government			$23,367 3						$22,000 1	$26,500 2			$20,000 1			$21,000 2
Psychology									$24,504 1	$12,553 2					$25,500 2	$19,000 1
Sociology			$16,000 1							$22,000 1					$23,000 1	$18,500 2
Social Sciences-Other			$22,500 1			$12,504 1										
Aerospace & Aeronautical Engineering	$30,333 3	$32,950 2		$37,500 2	$23,040 1				$33,728 5						$36,000 1	$25,000 2
Agricultural Engineering			$33,600 1						$30,000 1							
Architectural Engineering									$35,500 5							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1										$30,000 1				
Chemical Engineering	$35,266 4	$34,840 5	$36,524 32 $38,500 $35,000	$37,825 12	$35,200 3	$28,000 1	$33,504 5	$37,418 11	$37,873 258 $40,500 $35,400		$37,047 3	$38,400 1	$36,940 1	$36,750 2	$35,521 5	$34,163 8
Civil Engineering		$31,800 2			$28,783 8	$31,617 7	$35,500 1	$34,000 1	$34,800 50 $38,000 $30,000				$28,400 2		$32,260 3	$28,567 6
Computer Engineering	$35,020 12	$34,160 19						$31,000 1	$34,533 3						$34,000 1	$31,000 1

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,852 76 $36,100 $31,500	$33,578 138 $36,360 $30,160	$35,071 7	$36,013 4	$34,430 14	$38,000 1	$35,610 2	$36,147 15	$35,979 58 $38,400 $32,000			$34,830 2		$34,500 1	$33,978 5	$32,287 15
Environmental Engineering		$26,400 1								$33,000 1						
Industrial Engineering	$31,520 4	$32,677 23 $34,800 $31,200	$34,056 9	$33,000 1	$33,540 8	$35,400 1	$30,780 3	$33,967 6	$33,600 2	$33,000 1			$31,300 2	$32,000 1	$32,482 9	$30,200 5
Mechanical Engineering	$33,077 11	$33,390 86 $36,000 $30,840	$35,073 22 $37,500 $34,000	$35,824 15	$32,432 30 $35,000 $28,500	$30,000 1	$33,138 8	$35,376 21 $37,500 $33,500	$36,717 207 $39,500 $32,000		$33,000 2	$32,420 10	$33,600 1	$27,000 2	$34,032 12	$31,246 24 $34,000 $27,000
Metallurgical Engineering		$31,750 2			$33,934 37 $35,520 $32,400			$34,800 2	$36,000 1				$31,275 4			
Mining Engineering						$32,798 15			$33,900 1							
Nuclear Engineering	$32,700 1	$35,400 2														
Petroleum Engineering									$38,528 117 $42,000 $32,400						$37,500 1	
Textile Engineering																
Engineering Technology	$35,000 2	$28,676 18	$29,000 1	$23,400 1	$26,833 3			$31,300 2	$32,600 2	$24,353 3		$28,500 2				$27,873 6
Industrial Technology		$33,500 1	$28,667 3													$16,000 2
Agribusiness			$26,000 1		$16,500 1				$32,000 1							
Animal Sciences			$27,000 1													$14,400 1
Plant Sciences																$19,333 3
Natural Resources																$18,140 2
Other Agricultural Sciences			$23,522 11				$35,000 1									$24,000 1
Computer Science	$31,263 35 $34,505 $25,500	$33,429 39 $35,400 $31,000	$31,500 1	$33,400 2	$30,637 6		$31,950 2	$32,100 3	$33,422 44 $36,000 $30,600	$31,000 1	$30,000 1	$30,367 3		$28,325 2	$28,167 3	$31,180 4
Computer Programming	$34,000 1	$31,200 1												$24,000 1		
Information Sciences & Systems	$31,657 7	$29,400 3						$30,000 1	$30,215 15							$27,000 3
Systems Analysis																

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																$23,040 1
Nursing																
Pharmacy																
Actuarial																
Architectural & Environmental Design									$28,800 1							
Biological			$20,400 1					$21,702 1				$21,000 1				$34,008 1
Chemistry			$30,000 1	$34,000 1											$33,180 1	
Geological									$36,967 3							
Mathematics (incl. Statistics)	$28,392 3	$32,525 4							$31,867 3	$28,000 1				$22,724 1		
Physics		$32,500 1							$32,800 2							
Other Physical & Earth Sciences																
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$27,952 57 $33,000 $22,000	$27,303 59 $30,500 $23,520	$26,131 76 $31,000 $21,000	$26,199 34 $32,000 $22,750	$21,444 9	$21,296 4	$26,250 12	$24,761 14	$28,064 187 $31,000 $25,000	$23,089 17	$30,000 1	$27,618 15	$23,214 7	$23,511 30 $28,800 $14,000	$23,733 24 $28,000 $18,000	$21,811 102 $28,000 $15,080
Technical Curricula	$33,036 159 $36,000 $28,500	$33,158 342 $36,180 $30,000	$33,347 91 $38,000 $26,000	$36,082 38 $38,400 $32,800	$32,848 118 $36,000 $28,500	$32,511 26 $35,040 $30,000	$33,208 22 $37,000 $30,600	$35,118 64 $38,300 $31,200	$36,756 788 $40,500 $31,584	$27,151 7	$34,523 6	$31,573 20 $37,500 $25,440	$31,504 10	$29,737 10	$33,481 41 $37,500 $28,000	$29,478 86 $35,000 $22,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$38,500 2	$46,400 2	$42,401 7	$46,450 2			$43,200 1	$37,000 1	$34,869 9					$38,000 1	$38,415 2	$23,380 5
MBA - Technical Undergraduate Degree									$30,000 1							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639	Number of Offers
90th Percentile	$28,000		
10th Percentile	$21,600		

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,183 1196 $30,800 $23,500	$24,900 326 $29,000 $18,000	$22,333 3	$28,067 3	$27,500 2				$25,888 26 $29,500 $20,800	$25,000 1	$23,998 2	$20,467 3				$27,000 1		
Business Administration (incl. Management Science)	$23,443 7	$21,338 12	$20,844 9	$14,460 3	$24,000 1				$25,855 10	$19,100 2	$23,679 17	$21,674 9				$23,000 2	$16,627 5	$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)	$26,858 22 $32,000 $24,000	$26,241 41 $30,000 $22,000	$22,725 12	$25,186 19	$25,000 8	$24,000 1	$18,875 4	$24,198 5	$26,688 101 $32,000 $21,600	$21,484 9	$24,565 21 $27,500 $21,600	$23,377 11				$24,000 1	$18,000 1	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)									$25,000 1		$22,583 6	$22,451 7						
Management Information Systems	$32,000 1								$29,100 2		$19,600 2							
Marketing / Marketing Management (incl. Research)	$14,024 1	$21,700 3	$23,500 1		$31,500 1			$21,600 3	$22,357 7	$18,000 1	$24,184 11	$24,380 6		$29,000 1		$19,000 1		
Real Estate									$18,500 1	$24,000 1								
Advertising		$23,700 2		$21,000 1					$30,000 1							$25,000 4	$20,900 1	$19,633 3
Communications	$18,000 1	$19,000 2		$17,048 3							$26,067 3	$23,344 4	$16,167 3	$28,800 1	$13,960 1	$20,707 8	$19,790 10	$21,033 3
Journalism		$16,500 4										$21,750 2	$12,584 1	$18,500 1	$14,276 10	$18,700 1	$19,720 7	$16,967 6
Telecommunications / Broadcasting														$16,000 1	$11,960 1	$23,550 4		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued . . .	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology																		
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages												$21,600 1						
Letters			$24,000 1								$24,000 1						$19,000 1	$23,660 5
Visual & Performing Arts		$23,000 1											$18,700 3			$17,070 5		
Humanities-Other									$29,510 1		$22,500 4		$12,480 1					
Criminal Justice											$20,000 1						$15,013 1	
History				$21,000 1									$25,000 1					
Political Science / Government		$35,000 1	$22,000 1	$22,000 1	$22,000 1			$16,800 1	$22,000 1			$17,200 3	$26,000 1				$25,717 1	$17,000 1
Psychology									$22,000 1		$14,700 1			$35,000 1			$17,000 1	
Sociology			$15,000 1									$21,000 1						
Social Sciences-Other		$15,000 1										$23,500 1	$14,400 1					
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering								$29,000 1										
Computer Engineering																$38,200 1		

FUNCTIONAL AREA

Curriculum - Continued . . .	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$23,096 1																	
Environmental Engineering																		
Industrial Engineering									$31,800 1			$25,000 1						
Mechanical Engineering																$35,583 6		
Metallurgical Engineering																$33,000 1		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering									$22,500 1									
Textile Engineering																		
Engineering Technology											$31,500 1		$25,020 3					
Industrial Technology																		
Agribusiness				$21,500 1					$18,000 1								$19,400 2	
Animal Sciences				$30,000 1														
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$26,000 2							$32,000 1	$32,600 3			$11,520 1						
Computer Programming																		
Information Sciences & Systems	$26,500 2	$21,510 2																
Systems Analysis																		

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$16,640 1																
Nursing																		
Pharmacy																		
Actuarial											$17,500 1							
Architectural & Environmental Design	$26,500 1																	
Biological																		
Chemistry												$31,500 1						$15,600 1
Geological																		
Mathematics (incl. Statistics)				$11,440 1						$20,000 2					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,142 1228 $31,000 $23,500	$24,781 393 $29,000 $18,000	$21,850 28 $25,500 $15,500	$23,266 31 $26,500 $16,645	$25,577 13	$24,000 1	$18,875 4	$22,510 9	$26,164 161 $31,200 $20,000	$21,326 14	$23,682 69 $27,600 $20,000	$22,323 48 $26,200 $16,973	$17,733 11	$25,460 5	$14,056 12	$21,182 27 $27,500 $15,000	$19,382 28 $25,717 $15,000	$19,847 19
Technical Curricula	$25,766 6	$19,887 3		$20,980 3				$30,500 2	$28,350 6	$20,000 2	$24,500 2	$22,673 3	$25,020 3		$26,000 1	$35,713 8	$19,400 2	$15,600 1

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting			$20,000 1				$30,667 3	$25,206 2	$22,388 23 $25,500 $20,195									
Business Administration - incl. Management Science	$20,900 2	$24,843 24 $30,864 $18,600	$26,932 18	$26,050 10	$22,000 3	$26,320 9	$23,663 34 $30,000 $14,500		$25,350 3	$22,000 2		$24,895 2		$11,440 1				$24,350 2
Distribution Management				$29,040 5		$29,200 1						$22,500 1						
Economics & Finance (incl. Banking)		$21,500 6	$22,389 5		$27,211 6	$19,500 1	$24,253 52 $30,000 $18,500	$20,165 3	$24,044 9	$22,731 3		$21,013 2						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$24,500 1				$23,667 9											$23,000 1
Management Information Systems							$26,250 4		$22,500 1									
Marketing / Marketing Management (incl. Research)	$18,833 3	$25,045 13	$22,611 37 $28,000 $19,500	$25,746 8	$21,778 18	$22,600 2	$24,644 210 $30,000 $18,000	$20,000 1	$22,100 1									
Real Estate														$18,910 2				
Advertising	$16,750 4	$12,000 1				$18,500 1	$22,192 13											
Communications	$25,500 2	$24,692 4	$18,000 1			$20,000 2	$23,218 25 $30,000 $17,856					$35,000 1						$26,500 1
Journalism	$19,333 3	$21,623 3	$22,000 3	$28,000 1			$24,833 3											
Telecommunications / Broadcasting			$22,500 1				$24,820 5		$21,037 1									
Elementary Education							$18,000 1											
Pre-Elementary Education																		
Physical Education														$16,305 1				
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology							$19,767 3					$21,000 1						
Textiles & Clothing			$18,655 11		$27,000 1		$26,000 1											
Merchandising Management			$22,350 10															
Foreign Languages					$31,500 1		$24,000 1					$16,644 1						
Letters	$28,000 2	$23,300 1		$17,000 1	$19,000 1		$23,125 4	$27,000 1		$18,200 1	$20,200 1							
Visual & Performing Arts		$13,645 1					$14,750 2											
Humanities-Other		$11,500 1	$19,500 1				$30,667 3				$25,000 1	$22,000 1						
Criminal Justice							$22,000 1	$19,000 3	$20,000 1		$22,947 16	$20,070 2	$20,150 4					
History		$19,667 3	$18,900 1				$20,000 5					$23,000 2						
Political Science / Government		$17,573 3					$21,372 9	$16,133 6	$24,000 1	$24,000 1	$21,500 2	$22,000 1	$26,000 1					
Psychology			$23,650 2		$21,000 1		$20,302 13				$21,000 1	$23,100 1						
Sociology			$19,200 1				$18,750 4	$31,200 1			$25,000 2							
Social Sciences-Other	$12,000 1	$20,000 1		$25,000 1			$16,640 1	$17,160 2			$16,000 1	$23,333 3	$17,500 2	$17,614 1			$16,293 3	
Aerospace & Aeronautical Engineering							$33,950 2									$31,056 16		$30,656 10
Agricultural Engineering																$33,100 3	$32,750 2	
Architectural Engineering																$30,940 20 $36,000 $25,200	$29,000 2	
Bioengineering & Biomedical Engineering															$17,000 1			
Chemical Engineering		$38,500 1		$34,500 1	$37,500 2		$36,495 4									$34,017 13	$34,466 15	$37,022 40 $39,000 $34,500
Civil Engineering					$36,100 1		$29,410 2					$24,000 1				$28,964 106 $35,040 $24,500	$31,050 35 $37,000 $27,300	$31,800 6
Computer Engineering							$23,000 1									$35,500 2		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1					$30,980 8				$32,300 1	$37,500 1				$32,543 60 $37,200 $27,000	$34,500 2	$33,958 75 $37,500 $30,160
Environmental Engineering																		$33,800 1
Industrial Engineering		$32,400 2	$30,840 1		$34,800 1	$32,100 1	$31,000 8									$26,252 1	$31,740 1	$32,807 77 $35,000 $30,000
Mechanical Engineering		$34,500 1		$31,800 2	$32,750 2		$32,919 20 $37,400 $31,000					$26,000 1			$37,500 1	$33,267 112 $37,800 $29,000	$38,165 8	$34,182 221 $37,500 $30,360
Metallurgical Engineering							$34,068 1									$33,800 2		$33,639 16
Mining Engineering																	$28,163 5	$34,470 2
Nuclear Engineering																		$32,500 1
Petroleum Engineering																$34,592 2		$37,487 6
Textile Engineering																		
Engineering Technology							$31,125 4									$24,644 16	$23,000 1	$28,647 19
Industrial Technology																$21,067 3		$25,000 2
Agribusiness		$20,000 1	$24,500 1		$25,000 1		$24,857 7		$23,600 1									
Animal Sciences			$27,000 1				$24,057 6					$22,200 1						
Plant Sciences							$12,480 1											
Natural Resources																	$23,000 1	
Other Agricultural Sciences		$23,604 1																
Computer Science				$21,500 1	$29,000 1		$19,290 5		$15,800 1							$35,000 1		
Computer Programming																		
Information Sciences & Systems							$31,500 1											
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design							$26,500 1									$28,600 2		
Biological			$19,500 2				$25,252 4								$21,750 2		$19,600 1	
Chemistry							$31,484 5					$27,720 1					$24,500 2	
Geological												$23,750 3		$24,000 1			$21,333 3	
Mathematics (incl. Statistics)			$22,000 1											$13,650 1				
Physics							$30,250 2									$25,200 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$20,135 17	$23,059 61 $30,864 $15,000	$22,773 93 $28,000 $18,000	$26,218 26 $31,964 $22,000	$23,218 31 $28,500 $17,500	$24,330 16	$23,965 406 $30,000 $17,500	$19,870 19	$22,948 40 $26,880 $20,195	$22,056 7	$22,598 24 $28,500 $18,888	$22,700 18	$20,229 7	$16,636 5			$16,293 3	$24,550 4
Technical Curricula		$30,786 7	$23,890 6	$29,900 4	$33,175 8	$32,100 1	$29,423 82 $35,340 $21,500		$19,900 2		$32,300 1	$26,084 8		$18,825 2	$24,500 4	$30,781 440 $36,600 $24,912	$31,049 78 $37,000 $25,000	$33,817 476 $37,800 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE									
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$30,000 1					$26,550 1			
Business Administration - incl. Management Science	$29,000 6		$32,000 1		$33,000 1				$25,250 2	$22,476 5				$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$28,200 1							$40,000 1		$25,000 1								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$26,280 5									$28,000 1								
Marketing / Marketing Management (incl. Research)									$19,000 1	$28,000 1								$24,000 1
Real Estate																		
Advertising																		
Communications										$15,000 1								
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		
Special Education																		$19,050 2

	ENGINEERING									HEALTH CARE								
Curriculum - Continued	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters																		$15,000 1
Visual & Performing Arts																		
Humanities-Other																		$25,000 1
Criminal Justice																		
History																		
Political Science / Government																		
Psychology												$18,700 1	$12,480 1			$22,000 1		$15,111 5
Sociology																		$19,000 1
Social Sciences-Other																		$13,000 1
Aerospace & Aeronautical Engineering	$32,240 1	$21,201 1	$28,876 2	$29,500 1	$30,132 6	$29,734 12		$30,888 1	$30,152 20 $33,674 $26,252									
Agricultural Engineering					$38,100 1	$29,667 3		$28,500 1	$32,320 5									
Architectural Engineering						$30,333 3			$29,500 1									
Bioengineering & Biomedical Engineering			$32,000 1						$30,000 1									$28,500 1
Chemical Engineering	$35,000 1				$37,006 40 $39,000 $35,400	$24,000 1	$37,642 455 $40,200 $35,500	$33,633 48 $39,000 $25,560	$36,201 49 $39,500 $31,500									
Civil Engineering	$34,000 2	$27,741 3	$32,400 1		$35,100 2	$29,395 3	$38,000 1	$31,285 41 $36,000 $28,000	$29,566 85 $36,000 $24,912				$29,200 1					
Computer Engineering	$29,182 8		$32,363 15	$34,941 12	$29,252 4	$34,400 1		$33,000 2	$33,012 11								$34,000 1	

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,427 51 $36,000 $31,000	$33,259 73 $38,400 $31,000	$33,245 35 $36,500 $30,000	$33,245 71 $36,100 $30,000	$32,249 43 $37,900 $26,252	$31,475 20 $36,000 $26,252	$35,417 13	$33,022 56 $37,500 $27,500	$32,717 196 $36,400 $26,256									
Environmental Engineering					$26,400 1													
Industrial Engineering	$34,500 1	$31,500 1			$34,200 2	$28,126 2	$24,000 1	$32,575 4	$31,639 38 $34,800 $27,500		$23,832 1			$31,000 1				
Mechanical Engineering	$33,733 6	$32,910 25 $36,000 $28,500	$35,003 3	$33,689 6	$34,288 42 $37,500 $30,400	$32,856 24 $35,500 $30,000	$36,376 42 $38,400 $34,000	$34,915 150 $38,500 $29,400	$33,161 201 $38,000 $28,000									
Metallurgical Engineering		$50,400 1			$33,784 5		$32,386 7	$33,[illegible]00 13	$34,251 7									
Mining Engineering						$27,500 2		$31,521 13	$31,993 6									
Nuclear Engineering		$33,700 2			$32,400 1	$36,000 1	$34,800 1		$30,984 3									
Petroleum Engineering					$40,000 1	$30,000 1	$41,250 26 $46,200 $38,000	$38,504 57 $41,700 $35,000	$37,831 28 $41,500 $33,480									
Textile Engineering																		
Engineering Technology	$28,400 3	$20,000 1		$30,500 3	$19,500 1	$25,640 4		$25,750 6	$31,196 21 $34,800 $27,000			$19,500 1		$37,500 1				
Industrial Technology	$29,000 1				$33,500 1													
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1				$28,000 2									
Computer Science	$32,883 20 $35,000 $30,150	$32,100 1	$31,421 29 $34,700 $28,000		$35,500 3	$20,000 1	$35,400 1	$32,805 4	$31,775 23 $35,000 $29,000									$24,000 1
Computer Programming	$31,500 1		$31,200 1															
Information Sciences & Systems	$29,500 1																	
Systems Analysis										$22,000 1								

Continued . . .

	ENGINEERING									HEALTH CARE									
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$22,000 1		$26,651 17		$28,847 13		$29,000 1	$36,828 2	$29,020 22 $33,000 $22,880
Health Sciences												$21,813 8		$28,000 1		$11,648 1		$21,789 11
Nursing										$32,044 4		–	$27,416 49 $35,100 $20,000					$33,240 2
Pharmacy															$39,633 27 $43,000 $37,000			
Actuarial																		
Architectural & Environmental Design									$27,933 3									
Biological					$25,000 2	$14,000 1	$21,792 1					$16,000 1						$19,705 4
Chemistry					$27,323 5	$26,467 3	$31,588 5	$29,600 2	$21,000 1	$18,000 1								
Geological					$41,400 1			$32,375 4	$30,000 1									
Mathematics (incl. Statistics)	$25,200 1		$34,700 3						$34,092 5	$22,000 1								
Physics				$32,500 1	$33,272 1			$30,000 1	$29,954 4									
Other Physical & Earth Sciences																		
Polymer Sciencer																		
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$27,800 12		$32,000 1		$33,000 1			$40,000 1	$23,167 3	$23,035 11		$18,700 1	$12,480 1	$22,000 1	$26,550 1	$17,765 2		$17,471 12
Technical Curricula	$32,664 97 $36,000 $28,800	$32,930 108 $36,500 $26,519	$32,474 90 $36,300 $28,808	$33,354 94 $36,500 $28,000	$33,942 172 $38,400 $26,256	$30,457 82 $35,300 $25,000	$37,480 553 $40,400 $35,000	$34,216 402 $39,400 $28,000	$32,638 711 $38,000 $26,252	$26,522 8	$23,916 2	$24,558 27 $31,950 $19,600	$27,451 50 $35,100 $20,000	$29,475 16	$39,633 27 $43,000 $37,000	$20,324 2	$35,885 3	$28,242 41 $32,000 $18,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

FUNCTIONAL AREA

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$35,100 2	$23,000 2	$28,200 1		$18,000 1		$29,875 8		$23,920 10					
Business Administration - incl. Management Science	$20,250 2		$16,000 1		$23,120 3	$26,311 14	$28,329 6				$27,367 15	$21,685 13	$21,418 159 $27,000 $17,000			$25,500 2		$21,333 3
Distribution Management													$24,000 1					
Economics & Finance (incl. Banking)	$28,000 1				$25,367 3	$30,000 2	$28,750 4	$32,000 1			$26,100 35 $29,000 $24,000		$23,027 60 $28,000 $18,000	$14,000 1			$33,000 2	
Hotel / Restaurant Management													$21,097 38 $22,000 $18,000					
Human Resources (incl. Labor Relations)											$30,000 1	$25,273 15	$23,600 5					
Management Information Systems					$27,429 55 $30,300 $24,000	$28,513 27 $33,000 $24,000	$28,616 44 $32,280 $25,000				$29,585 13		$24,182 9					
Marketing / Marketing Management (incl. Research)					$27,000 1						$26,900 5	$20,460 5	$21,944 111 $27,000 $18,000	$24,070 1				$26,000 1
Real Estate																		
Advertising													$20,875 4					
Communications		$16,000 2			$20,000 1		$29,600 1				$22,000 1	$21,500 2	$20,796 21 $24,000 $16,800					
Journalism												$22,000 1	$20,300 13					
Telecommunications / Broadcasting												$20,000 1	$27,667 3					
Elementary Education	$18,100 1	$13,350 1	$18,000 1															$20,046 187 $26,000 $13,000
Pre-Elementary Education	$10,000 1		$15,496 1								$10,000 1		$18,000 1					$17,856 21 $23,900 $10,000
Physical Education											$17,000 1							$19,710 18
Special Education		$17,500 1																$23,425 33 $26,000 $19,100

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology													$19,250 2					$20,450 2
Textiles & Clothing													$22,430 10					
Merchandising Management													$20,700 14					
Foreign Languages					$28,500 1						$22,100 1	$17,000 1	$20,425 2					$19,886 6
Letters		$10,400 1			$28,200 1		$30,000 1					$19,267 3	$19,749 9					$21,050 16
Visual & Performing Arts	$23,360 2												$18,400 4					$20,879 24 $25,000 $15,600
Humanities-Other		$17,500 2											$22,506 8		$20,000 1			$19,622 7
Criminal Justice		$20,500 2		$15,500 2									$18,000 1		$19,333 3			
History		$24,000 1									$18,000 1		$20,400 7					$18,018 2
Political Science / Government	$22,000 1	$20,333 3				$28,000 1					$31,800 3	$26,398 3	$20,617 12			$25,000 1		
Psychology	$25,000 2	$15,645 15		$16,094 8	$17,500 1		$15,500 1				$18,500 1	$19,108 3	$20,825 10					$22,328 3
Sociology	$18,467 3	$16,219 6		$17,425 5	$19,000 1							$14,000 1	$19,900 10					$17,500 1
Social Sciences-Other	$19,600 2	$17,040 5	$15,240 1	$16,628 8	$25,000 1				$21,000 1		$21,000 1		$21,498 8		$17,000 1			$20,363 8
Aerospace & Aeronautical Engineering											$30,000 1						$30,000 1	
Agricultural Engineering									$25,000 1		$28,000 1							
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering						$29,000 1					$36,300 3						$30,500 2	
Civil Engineering					$29,506 1		$30,500 8				$29,400 8		$31,400 2					
Computer Engineering					$29,037 13	$32,500 2												

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$28,400 3	$33,017 6	$34,220 5				$29,192 12		$35,600 3				$33,500 1	
Environmental Engineering																		
Industrial Engineering					$32,200 1		$41,000 1				$30,374 12		$32,844 5					
Mechanical Engineering					$26,270 2	$32,000 1					$32,060 5		$35,628 8				$26,252 1	$34,000 1
Metallurgical Engineering									$26,000 1									
Mining Engineering											$31,525 4							
Nuclear Engineering																		
Petroleum Engineering													$20,856 1					
Textile Engineering																		
Engineering Technology					$28,167 3	$22,000 1	$24,440 1				$29,000 1	$28,340 1	$27,650 4					$21,000 1
Industrial Technology													$27,360 5					
Agribusiness					$16,500 1				$22,543 15		$27,600 1		$19,569 8					$20,065 3
Animal Sciences									$18,925 12				$25,000 1					$19,500 1
Plant Sciences									$19,500 4									$30,000 1
Natural Resources									$18,736 5		$28,080 1							
Other Agricultural Sciences									$24,603 12				$25,700 5					$23,695 2
Computer Science		$18,000 1			$29,248 149 $34,299 $23,000	$31,965 37 $35,200 $27,000	$30,516 85 $36,000 $25,000				$31,074 19		$27,835 3	$20,195 1				$22,000 1
Computer Programming					$27,802 8		$27,500 2				$32,000 3							
Information Sciences & Systems					$28,822 41 $32,400 $25,000	$25,427 11	$29,994 25 $33,600 $26,000				$30,267 15		$28,825 4					
Systems Analysis							$21,000 2											

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,600 1		$14,500 1														$18,300 1
Health Sciences				$15,500 2														$21,544 2
Nursing																		
Pharmacy																		
Actuarial								$27,800 3										
Architectural & Environmental Design										$25,057 7		$19,500 1						
Biological						$22,000 1			$15,770 2		$23,800 1		$20,400 1			$20,000 1	$21,000 1	$17,960 5
Chemistry													$33,540 1			$26,000 1	$30,517 6	$13,039 2
Geological									$25,000 1		$20,800 1						$21,600 1	$43,200 1
Mathematics (incl. Statistics)					$25,381 11	$18,000 1	$28,400 4	$31,473 6					$21,500 1	$24,442 13			$24,000 1	$20,489 8
Physics					$19,000 1								$22,000 1					$24,000 1
Other Physical & Earth Sciences																		$20,637 4
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$20,661 15	$16,704 39 $22,000 $12,000	$15,240 1	$17,130 26 $20,000 $13,000	$26,992 70 $30,300 $24,000	$27,677 46 $32,000 $20,500	$28,403 58 $32,500 $24,000	$32,900 1	$19,500 2		$26,852 87 $31,000 $22,000	$22,367 48 $27,000 $17,000	$21,678 541 $27,000 $17,000	$19,035 2	$19,000 5	$25,333 3	$33,000 2	$20,401 332 $26,000 $14,000
Technical Curricula		$16,344 2		$15,167 3	$28,846 235 $34,200 $22,500	$30,304 61 $35,000 $22,000	$30,353 133 $35,900 $24,600	$30,240 9	$21,504 53 $27,000 $17,000	$25,057 7	$30,451 88 $34,700 $27,600	$23,920 2	$28,177 53 $35,400 $21,400	$24,130 14		$23,000 2	$28,604 14	$21,579 34 $24,690 $16,900

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	142	$31,118	$29,647	5.0%	$36,500	$31,000	$26,000
MBA-Nontechnical undergraduate							
1 year or less experience	156	33,870	36,175	-6.4	43,200	33,000	26,000
1 to 2 years experience	72	44,058	43,310	1.7	55,000	43,500	30,000
2 to 4 years experience	73	45,901	45,683	0.5	65,000	44,000	30,000
Over 4 years experience	69	47,032	45,883	2.5	70,000	45,000	32,000
MBA-Technical undergraduate degree							
1 year or less experience	20	39,435	37,737	4.5	57,000	36,000	27,800
1 to 2 years experience	15	47,100	48,191	*	*	*	*
2 to 4 years experience	30	55,584	50,355	10.4	70,000	55,000	45,000
Over 4 years experience	30	48,400	51,452	-5.9	70,000	48,500	33,600
MS-Business	7	49,132	34,347	*	*	*	*
Economics & Finance	34	42,209	36,812	14.7	49,000	42,600	33,000
Labor/Industrial Relations (incl. Human Resources)	6	28,817	31,487	*	*	*	*
Management Information Systems	7	33,886	33,739	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	14	45,088	35,440	*	*	*	*
COMMUNICATIONS							
Advertising	4	33,250	24,000	*	*	*	*
Communications	6	27,460	27,602	*	*	*	*
Journalism	2	21,500	24,500	*	*	*	*
EDUCATION							
Education Administration	15	24,187	25,698	*	*	*	*
Elementary Education	26	24,472	22,893	6.9	28,169	24,000	19,000
Physical Education	4	24,500	27,508	*	*	*	*
Reading Education	1	32,944	22,000	*	*	*	*
Special Education	9	23,896	22,798	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	16,650	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	4	23,500	22,400	*	*	*	*
Visual & Performing Arts	2	21,163	25,399	*	*	*	*
Humanities-Other	3	35,000	24,333	*	*	*	*
History	+	+	22,500				
Political Science/Government	+	+	+				
Psychology	9	23,945	24,169	*	*	*	*
Sociology	3	24,267	20,500	*	*	*	*
Social Sciences	13	30,853	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	8	35,640	36,114	*	*	*	*
Agricultural	+	+	37,700				
Bioengineering & Biomedical	+	+	36,500				
Chemical	25	39,818	37,862	5.2	41,028	40,000	38,000
Civil	60	34,900	32,366	7.8	40,000	34,517	30,000
Computer	2	37,400	35,748	*	*	*	*
Electrical	86	38,078	37,526	1.5	43,600	38,800	31,720
Industrial	18	36,437	35,362	*	*	*	*
Mechanical	82	38,000	36,506	4.1	42,000	37,800	33,000
Metallurgical	16	38,014	36,792	*	*	*	*
Mining	13	35,085	39,626	*	*	*	*
Nuclear	2	37,800	36,728	*	*	*	*
Petroleum	22	43,523	38,412	13.3	48,000	42,000	40,200
Textile	+	+	33,510				

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	March 1991	March 1991	September 1990		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	**2**	**$21,091**	$25,696	*	*	*	*
Health Sciences	**4**	**26,500**	20,402	*	*	*	*
Nursing	+	+	34,900				
SCIENCES							
Agricultural & Natural Resources	**5**	**27,239**	22,839	*	*	*	*
Architectural & Environmental Design	**1**	**28,080**	26,905	*	*	*	*
Biological	**2**	**24,679**	27,279	*	*	*	*
Chemistry	**7**	**32,486**	32,320	*	*	*	*
Computer Science	**59**	**36,904**	36,849	0.1 %	$44,000	$38,000	$29,140
Geological (incl. Geophysics)	**25**	**36,393**	33,644	8.2	40,400	37,400	31,164
Mathematics	**8**	**26,900**	30,069	*	*	*	*
Physics	**3**	**27,219**	31,480	*	*	*	*
Polymer	+	+	37,098				
	1,228						

Doctoral Candidates

BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	**5**	**$54,220**	$54,788	*	*	*	*
Economics & Finance	+	+	44,000				
EDUCATION							
Education Administration	**5**	**37,214**	44,900	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	**1**	**30,000**	30,340	*	*	*	*
Foreign Languages	**2**	**36,870**	+	*	*	*	*
Humanities	+	+	26,000				
Psychology	**5**	**50,540**	34,154	*	*	*	*
Sociology	+	+	32,502				
Social Sciences	**1**	**30,000**	34,200	*	*	*	*
ENGINEERING							
Aerospace	**3**	**46,027**	48,932	*	*	*	*
Chemical	**12**	**52,177**	50,524	*	*	*	*
Civil	**5**	**41,399**	44,481	*	*	*	*
Computer	**2**	**52,250**	50,526	*	*	*	*
Electrical	**9**	**56,133**	53,147	*	*	*	*
Industrial	**1**	**54,000**	51,500	*	*	*	*
Mechanical	**3**	**43,468**	49,887	*	*	*	*
Metallurgical	**8**	**45,930**	47,296	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	**1**	**36,000**	38,912	*	*	*	*
Biological	**1**	**33,550**	32,500	*	*	*	*
Chemistry	**34**	**49,060**	45,356	8.2%	$52,800	$50,000	$45,000
Geology & Geological Sciences	**7**	**50,549**	38,028	*	*	*	*
Mathematics	**6**	**38,483**	42,775	*	*	*	*
Physics	**2**	**40,000**	41,486	*	*	*	*
Polymer	**1**	**53,400**	46,625	*	*	*	*
	114						

N/A - No historic data available

* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota-Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
Ringling School of Art & Design
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-2U 7/91

A study of 1990-1991 beginning offers

CPC $alary $urvey

July 1991

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Although the economy has shown some improvement recently, bringing Federal Reserve Chairman Alan Greenspan to declare that the recession had bottomed out in "somewhere in the second quarter," the rebound was hardly in time to improve the recruiting figures for this year's college graduates. Earlier this year, employers, skittish over the downward trend in the economy, put hiring plans on hold, reducing the number of opportunities immediately available to 1991 graduates. And, for those graduates who did receive offers, most found employers more conservative and cautious about their offers than has been the case in the past. The average salary offers received in more than a third of the reported curriculum areas were lower than the September figures, though the changes in the offer figures were generally slight; fewer than half of the reported areas showed changes greater than 4 percent up or down.

Offers to graduates in the business disciplines typify the conservative stance of employers. In this area, a 4.2 percent increase in the average starting salary offer to human resources graduates—now averaging $24,066—proved to be the high-water mark. Both accounting and business administration graduates received starting salary offers less than 1 percent above last year's offers for averages of $26,602 and $23,616, respectively. Economics and finance graduates fared only slightly better with an average starting salary offer of $25,913, a 2.9 percent increase over last September's final figure.

Humanities and social science graduates found themselves on the downside of the employer caution line. Averaging $22,806 and $21,536, respectively, humanities and social science graduates experienced slight decreases in their starting salary offers. Foreign language graduates, however, saw their average offer drop 8.3 percent to $21,636.

For some types of graduates, however, that cautious, hesitant employer attitude did an about-face. Thanks to their short-supply/high-demand status, health-care graduates were among those who found employers exhibiting neither caution nor hesitance. Nursing graduates received starting salary offers that were 9 percent higher than those posted last September, averaging $30,801. Their allied health counterparts did almost as well—their average offer increased 8.1 percent to $29,654.

Also faring well—engineering graduates. The petroleum industry, buoyed by higher oil prices that made domestic production financially attractive, kept petroleum and chemical engineers at the top of the starting-salary-offer scale. The average offer to petroleum engineers jumped 10.7 percent to $38,972, while the average offer to chemical engineers, $37,381, represented a 6.4 percent increase. Mechanical and electrical engineers also posted gains. Starting salary offers to mechanical engineers rose 6.1 percent to an average of $34,007, and 4.4 percent higher starting salary offers were received by electrical engineers for an average of $33,191.

Environmental regulations and the rebuilding of the nation's infrastructure promise long-term, abundant opportunities for graduates in related areas. Average starting salary offers for environmental engineering positions rose 5.6 percent since September to $30,989. Look for civil engineering to become the next high-demand engineering discipline: Civil engineers not only can rebuild the nation, but also, because they are the favored stand-ins for the short-supply environmental engineers, they can help clean it up. Their average offer rose 5.4 percent to $29,666.

The outlook for aerospace engineers, however, is not promising. Cutbacks and layoffs in the aerospace industry left little room for entry-level candidates. The reduction in recruiting in this area meant that aerospace engineers received salary offers slightly lower than those posted in September; the average was $30,434.

Technical M.B.A.s posted respectable gains—inexperienced graduates saw their average offer rise 4.4 percent to $39,402, and graduates with more than four years of experience rated the same percentage increase for an average offer of $53,706. In the nontechnical M.B.A. arena, however, it was experience that counted. Employers, perhaps anxious to find answers to economic troubles, wooed nontechnical M.B.A.s with more than four years of experience with an average offer of $50,782—10.7 percent higher than the average offer in September. Their inexperienced counterparts, however, were the only graduates in the M.B.A. theater to lose ground; their average salary offer was 2.6 percent lower than the September offer, at $35,225.

Those graduates who didn't find suitable permanent positions can take some solace from Greenspan's recent comments—there is nowhere to go but up, though employment opportunities generally lag behind economic recovery. Also on the plus side, a recent Manpower, Inc., survey showed 22 percent of employers planning to expand their work forces and only 10 percent planning to reduce in the third quarter. Those graduates, therefore, may find doors easing open in the summer and early fall months.

The July 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to June 5, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by nonprofit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	2,774	**$26,602**	$26,391	0.8%	$30,000	$27,000	$22,000
Business Administration (incl. Management Science)	966	**23,616**	23,529	0.4	30,000	23,000	17,195
Distribution Management	18	**27,495**	25,079	*	*	*	*
Economics & Finance (incl. Banking)	1,238	**25,913**	25,184	2.9	31,964	26,000	20,000
Hotel/Restaurant Management	118	**21,127**	20,752	1.8	24,500	22,000	18,000
Human Resources (incl. Labor Relations)	93	**24,066**	23,101	4.2	30,000	24,000	18,000
Management Information Systems	322	**28,412**	27,428	3.6	32,500	28,500	24,000
Marketing/Marketing Management (incl. Research)	1,081	**23,850**	23,543	1.3	29,000	24,000	18,000
Real Estate	7	**20,760**	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	51	**21,866**	20,742	5.4	27,500	21,000	15,500
Communications	193	**22,067**	21,002	5.1	28,500	22,000	15,000
Journalism	103	**20,586**	19,488	5.6	27,600	21,000	14,000
Telecommunications/Broadcasting	52	**23,388**	20,413	14.6	30,000	23,000	18,000
EDUCATION							
Elementary Education	273	**20,054**	18,974	5.7	26,000	20,500	13,350
Pre-Elementary Education	30	**16,599**	17,507	-5.2	23,900	17,500	10,000
Physical Education	29	**19,314**	19,904	-3.0	24,000	20,100	14,400
Special Education	50	**22,424**	20,433	9.7	26,000	22,950	17,500
HOME ECONOMICS							
Human Ecology	27	**21,159**	19,383	9.2	24,500	21,000	16,500
Textiles & Clothing	82	**21,210**	20,662	2.7	25,000	21,800	16,000
Merchandising Management	44	**21,017**	19,496	7.8	25,000	21,000	17,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	36	**21,636**	23,607	-8.3	25,384	20,900	17,000
Letters	112	**21,490**	21,566	-0.4	28,000	21,000	15,200
Visual & Performing Arts	63	**19,646**	20,588	-4.6	24,650	19,600	13,500
Humanities-Other	81	**22,806**	23,213	-1.8	30,000	22,000	15,500
Criminal Justice	58	**21,533**	20,745	3.8	28,500	20,000	15,996
History	68	**23,465**	22,715	3.3	30,000	22,750	16,000
Political Science/Government	131	**23,063**	23,677	-2.6	28,300	22,000	18,000
Psychology	151	**20,553**	20,688	-0.7	28,000	20,000	13,105
Sociology	63	**20,119**	20,134	-0.1	27,000	19,600	14,400
Social Sciences-Other	127	**21,536**	21,627	-0.4	30,500	20,400	14,560
ENGINEERING							
Aerospace & Aeronautical	123	**30,434**	30,509	-0.2	35,520	30,160	26,252
Agricultural	39	**30,878**	30,127	2.5	36,000	31,000	25,000
Architectural	50	**31,193**	28,916	7.9	36,000	31,350	25,200
Bioengineering & Biomedical	9	**29,567**	30,052	*	*	*	*
Chemical	1,352	**37,381**	35,122	6.4	40,200	38,000	34,800
Civil	829	**29,666**	28,136	5.4	36,000	29,000	24,752

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	201	$32,368	$31,490	2.8 %	$36,360	$33,300	$26,252
Electrical	1,642	33,191	31,778	4.4	37,500	33,600	28,000
Environmental	6	28,983	30,019	*	*	*	*
Industrial	414	32,299	30,525	5.8	35,400	32,570	28,000
Mechanical	1,893	34,007	32,064	6.1	38,200	34,020	29,000
Metallurgical	151	33,400	32,235	3.6	35,520	33,600	31,200
Mining	48	31,504	29,383	7.2	34,500	32,720	26,400
Nuclear	21	32,447	31,750	2.2	34,560	33,320	27,950
Petroleum	181	38,972	35,202	10.7	42,500	40,000	33,480
Textile	+	+	33,219				
Engineering Technology	180	29,697	29,318	1.3	36,000	30,000	22,500
Industrial Technology	35	28,645	29,235	-2.0	34,800	28,500	25,000
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	74	23,145	21,834	6.0	28,000	23,000	16,900
Animal Sciences	29	22,557	19,719	14.4	30,000	21,500	17,500
Plant Sciences	15	20,140	21,176	*	*	*	*
Natural Resources	12	20,588	19,058	*	*	*	*
Other Agricultural Sciences	37	24,158	24,411	-1.0	28,000	24,000	19,000
COMPUTER SCIENCES							
Computer Science	762	30,680	29,804	2.9	36,000	31,500	25,000
Computer Programming	35	27,216	28,223	-3.6	32,000	28,500	20,238
Information Sciences & Systems	200	29,344	28,631	2.5	33,500	29,500	25,000
Systems Analysis	8	27,433	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	155	29,654	27,436	8.1	35,000	30,000	22,880
Health Sciences [1]	41	20,941	20,827	0.5	27,500	21,000	14,500
Nursing	250	30,801	28,270	9.0	37,000	31,000	24,000
Pharmacy [2]	56	39,439	36,728	7.4	44,000	39,520	35,000
SCIENCES							
Actuarial	26	32,309	28,267	14.3	37,000	32,750	28,000
Architectural & Environmental Design	18	27,578	25,125	*	*	*	*
Biological	61	21,457	21,800	-1.6	28,500	20,903	15,000
Chemistry	80	27,108	27,494	-1.4	34,000	29,050	18,000
Geological	27	28,380	23,463	21.0	36,000	28,500	20,800
Mathematics (incl. Statistics)	162	27,978	27,032	3.5	34,700	28,550	21,000
Physics	21	28,530	28,022	1.8	33,600	30,000	21,500
Other Physical and Earth Sciences	7	25,084	21,044	*	*	*	*
Polymer Science	3	34,367	32,066	*	*	*	*
Textile Science	+	+	26,979				
	17,694						

N/A - No historic data available

* Not computed for fewer than 20 offers.

+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	July 1991	July 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	2,044	$27,158	$26,824	1.2%	$31,000	$27,500	$23,500
Accounting (Private)	775	25,180	25,273	-0.4	29,500	26,000	19,000
Commercial Banking (Consumer)	107	21,970	21,915	0.3	27,500	23,000	16,000
Commercial Banking (Lending)	137	23,780	24,171	-1.6	28,000	24,000	19,000
Investment Banking (Corporate Finance)	43	29,041	29,065	-0.1	35,000	28,800	23,000
Investment Banking (Mergers & Acquisitions)	5	30,600	26,534	*	*	*	*
Investment Banking (Real Estate)	6	21,750	25,358	*	*	*	*
Investment Banking (Sales & Trading).	26	24,777	23,226	6.7	32,000	24,500	16,500
Financial/Treasury Analysis	404	27,443	26,692	2.8	33,000	27,798	21,000
Portfolio Management/Brokerage	50	25,137	23,430	7.3	35,000	24,500	18,000
Insurance (Underwriting)	139	24,433	24,012	1.8	28,500	24,300	20,000
Insurance (Claims)	113	22,785	22,456	1.5	26,200	23,400	18,000
COMMUNICATIONS							
Design/Graphic Arts	32	20,515	20,370	0.7	28,000	19,100	13,500
Media Planning	17	20,232	19,795	*	*	*	*
Reporting	22	18,422	16,517	11.5	25,000	15,340	12,000
Production	55	24,295	25,338	-4.1	33,780	24,600	15,000
Public Relations	54	20,463	20,322	0.7	27,000	19,470	15,000
Writing/Editing	38	20,671	19,972	3.5	26,000	20,250	16,500
MARKETING							
Advertising	43	21,360	21,927	-2.6	28,000	20,000	15,000
Brand/Product Management	125	24,443	25,442	-3.9	32,400	23,284	18,000
Buyer/Merchandising	303	23,517	23,021	2.2	28,000	23,000	19,000
Distribution	46	26,051	26,152	-0.4	33,000	26,550	18,000
Market Research	77	25,448	25,128	1.3	33,700	26,000	18,000
Purchasing	32	27,716	24,204	14.5	35,000	27,800	18,500
Sales	1,080	25,372	24,719	2.6	32,000	25,325	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	32	20,765	21,236	-2.2	26,431	21,000	15,600
Finance, Taxation, Monetary Policy.	80	22,655	23,017	-1.6	27,000	22,112	17,195
Economic Programs	17	21,721	24,373	*	*	*	*
Law Enforcement	59	23,076	24,037	-4.0	30,200	21,023	17,000
Military	55	23,685	22,375	5.9	27,720	24,000	20,000
National Security	9	20,956	24,459	*	*	*	*
Urban/Regional Planning	10	19,183	23,546	*	*	*	*
ENGINEERING							
Bioengineering	9	27,622	33,193	*	*	*	*
Design/Construct	877	30,766	30,096	2.2	36,700	31,000	24,912
Environmental/Sanitation	159	30,989	29,334	5.6	37,500	31,200	24,972
Manufacturing/Industrial	980	33,930	31,948	6.2	37,800	34,200	30,000
Systems/Programming	241	32,238	31,078	3.7	36,000	32,500	27,600
Power Systems	233	33,217	31,720	4.7	37,020	33,480	28,500
Software Design & Development	206	32,869	31,802	3.4	37,000	33,500	28,808
Hardware Design & Development	191	33,709	32,303	4.4	36,720	34,176	30,000
Research & Development	328	34,268	32,283	6.1	38,900	35,000	27,332
Testing	145	30,692	30,205	1.6	36,000	31,777	24,500
Process Engineering	1,072	37,658	35,045	7.5	40,440	38,000	35,000
Project Engineering	1,113	34,092	32,130	6.1	39,300	34,200	28,000
Other Engineering	1,480	32,821	31,333	4.7	38,400	33,500	27,000
HEALTH CARE							
Administrative	28	23,074	22,109	4.4	35,000	22,000	15,600
Industrial Hygiene	5	24,106	28,826	*	*	*	*
Medical Technology	44	24,765	23,950	3.4	32,000	24,750	19,500
Nursing / Personal Care	245	30,640	28,200	8.7	37,000	31,000	24,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

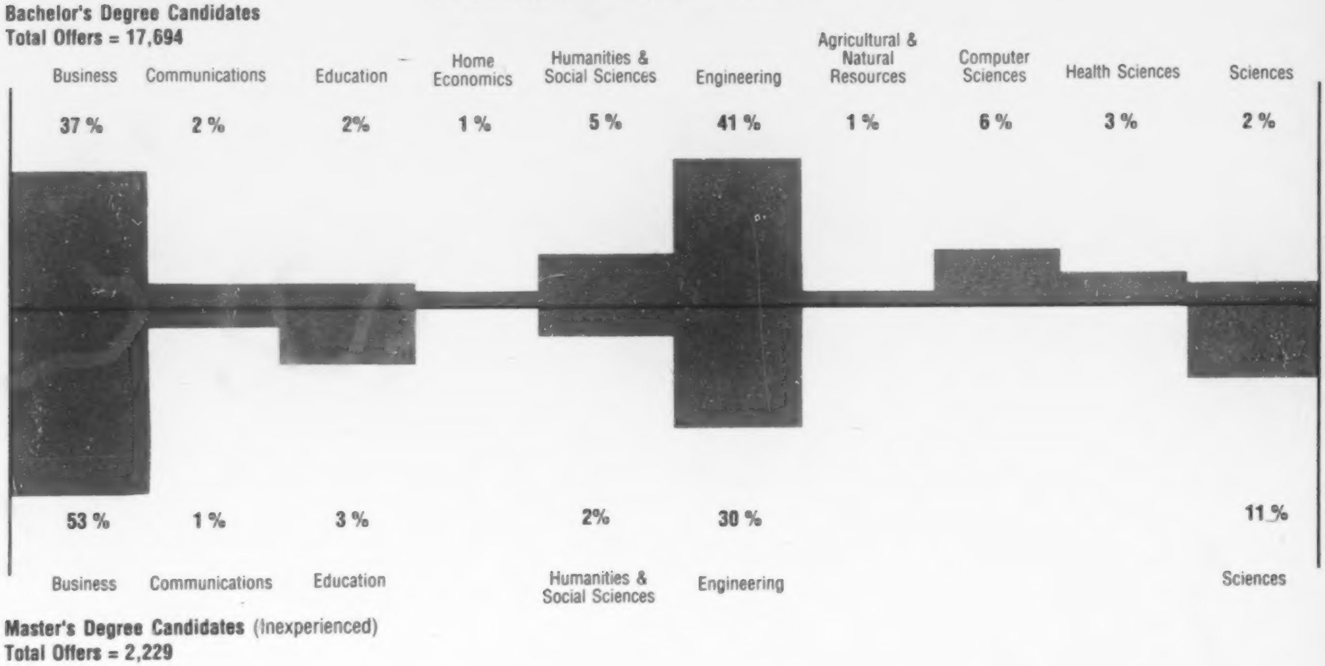
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers July 1991	Average $ Offer July 1991	Average $ Offer September 1990	Percent Change in $ Offers from September 1990	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . . .							
Occupational Therapy	**38**	**$29,627**	$25,644	15.5 %	$35,000	$29,000	$26,000
Pharmacist	**57**	**39,213**	37,466	4.7	44,000	39,520	35,000
Physical Therapy	**24**	**29,532**	29,309	0.8	34,100	30,250	29,000
Respiratory Therapy	**5**	**32,651**	25,030	*	*	*	*
Other Health Related	**123**	**26,394**	21,842	20.8	36,000	25,400	16,000
SOCIAL SERVICES							
Administration	**34**	**20,069**	19,827	1.2	28,000	19,109	14,400
Counseling	**62**	**17,107**	16,658	2.7	21,000	17,100	13,000
Fundraising/Development	**4**	**17,685**	16,930	*	*	*	*
Social Work	**55**	**17,470**	17,313	0.9	21,000	17,200	13,700
COMPUTER SCIENCE							
Computer Programming	**576**	**28,799**	28,589	0.7	34,200	28,800	23,040
Information Systems	**253**	**29,911**	28,262	5.8	35,000	30,000	24,000
Computer Systems Analyst	**344**	**30,178**	29,539	2.2	35,040	30,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	**50**	**32,220**	30,222	6.6	35,000	32,020	28,600
Agricultural/Natural Resources	**91**	**21,863**	20,122	8.7	27,500	22,000	15,840
Architecture	**10**	**28,290**	21,993	*	*	*	*
Consulting	**491**	**29,214**	28,679	1.9	34,000	29,000	25,000
Human Resources/Industrial Relations	**95**	**23,651**	23,233	1.8	30,000	23,000	18,000
Management Trainee	**1,354**	**22,764**	22,269	2.2	30,000	22,000	18,000
Mathematician/Statistician	**33**	**23,647**	25,451	-7.1	30,000	22,500	20,195
Paralegal	**25**	**20,592**	20,908	-1.5	23,000	20,000	17,000
Research (Nontechnical)	**13**	**22,612**	22,480	*	*	*	*
Research (Technical)	**43**	**28,678**	27,896	2.8	35,000	30,000	21,500
Teaching	**523**	**20,475**	19,353	5.8	26,000	20,903	14,292
	17,694						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1991	July 1991	September 1990	July 1991	July 1991	September 1990
Business						
Accounting	1,360	$26,900	$26,510	1,414	$26,315	$26,282
Business Administration (incl. Management Science)	537	24,337	23,885	429	22,713	23,080
Distribution Management	16	26,663	24,419	2	34,152	26,295
Economics & Finance (incl. Banking)	820	26,154	25,234	418	25,441	25,088
Hotel/Restaurant Management	53	21,467	20,892	65	20,850	20,631
Human Resources (incl. Labor Relations)	29	24,552	25,170	64	23,846	21,639
Management Information Systems	185	28,699	27,617	137	28,025	27,166
Marketing/Marketing Management (incl. Research)	547	24,103	23,906	534	23,590	23,141
Real Estate	6	21,137	25,543	1	18,500	22,211
Communications						
Advertising	19	23,389	22,408	32	20,961	19,520
Communications	78	23,306	21,797	115	21,226	20,411
Journalism	26	19,968	17,459	77	20,795	20,291
Telecommunications/Broadcasting	35	23,898	20,859	17	22,337	20,025
Education						
Elementary Education	33	22,102	20,365	240	19,773	18,734
Pre-Elementary Education	+	*	N/A	30	16,599	17,507
Physical Education	18	16,898	20,389	11	19,996	19,088
Special Education	5	24,350	21,250	45	22,210	20,320
Home Economics						
Human Ecology	3	23,033	N/A	24	20,925	19,383
Textiles & Clothing	5	25,260	22,783	77	20,947	20,537
Merchandising Management	1	17,500	21,066	43	21,098	19,330
Humanities & Social Sciences						
Foreign Languages	11	21,463	25,540	25	21,712	21,774
Letters	35	24,459	23,028	77	20,140	20,801
Visual & Performing Arts	31	20,626	22,783	32	18,696	19,346
Humanities-Other	30	24,897	23,311	51	21,576	23,104
Criminal Justice	35	22,849	21,930	23	19,529	18,714
History	40	24,856	23,364	28	21,479	21,228
Political Science/Government	72	23,780	24,327	59	22,188	22,603
Psychology	52	22,522	21,990	99	19,519	20,033
Sociology	25	21,201	21,611	38	19,408	19,035
Social Sciences-Other	44	23,692	23,820	83	20,393	19,940
Engineering						
Aerospace & Aeronautical	104	30,419	30,446	19	30,520	30,883
Agricultural	37	31,331	29,786	2	22,500	31,618
Architectural	39	31,591	28,860	11	29,783	29,235
Bioengineering & Biomedical	5	31,120	29,154	4	27,625	30,822
Chemical	860	37,314	35,169	492	37,496	35,013
Civil	634	29,536	28,061	195	30,087	28,504

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1991	July 1991	September 1990	July 1991	July 1991	September 1990
Continued . . .						
Computer	158	$32,268	$31,527	43	$32,733	$31,303
Electrical	1,353	33,145	31,732	289	33,404	32,009
Environmental Engineering	2	29,700	31,030	4	28,625	24,960
Industrial	278	31,928	30,159	136	33,059	31,169
Mechanical	1,552	33,924	31,998	341	34,384	32,398
Metallurgical	130	33,457	32,239	21	33,048	32,221
Mining	43	31.772	29,777	5	29,200	24,000
Nuclear	12	32,596	31,849	9	32,248	31,167
Petroleum	152	38,857	35,087	29	39,575	35,844
Textile	+	+	33,938	+	+	32,500
Engineering Technology	155	29,622	29,311	25	30,160	29,412
Industrial Technology	25	27,547	29,584	10	31,390	21,500
Agriculture & Natural Resources						
Agribusiness	62	23,219	21,326	12	22,766	23,928
Animal Sciences	15	25,303	20,124	14	19,614	18,409
Plant Sciences	10	21,320	21,186	5	17,779	21,132
Natural Resources	10	20,566	18,889	2	20,700	19,903
Other Agricultural Sciences	31	24,317	24,443	6	23,333	24,292
Computer Sciences						
Computer Science	547	30,476	29,91[illegible]	215	31,199	29,439
Computer Programming	22	27,697	28,139	13	26,402	28,417
Information Sciences & Systems	108	29,115	28,466	92	29,614	28,847
Systems Analysis	5	29,532	29,443	3	23,933	31,808
Health Sciences						
Allied Health	27	28,766	31,826	128	29,841	26,937
Health Sciences	5	21,500	20,589	36	20,863	20,878
Nursing	23	30,233	27,915	227	30,856	28,303
Pharmacy	28	39,315	38,626	28	39,563	35,425
Sciences						
Actuarial	16	34,004	28,292	10	29,598	28,212
Architectural & Environmental Design	14	28,250	25,489	4	25,225	22,919
Biological	30	22,214	22,670	31	20,723	20,992
Chemistry	46	28,297	27,134	34	25,499	28,111
Geological	18	27,081	2[illegible],123	9	30,978	17,098
Mathematics (incl. Statistics)	67	28,353	26,942	95	27,714	27,112
Physics	18	28,039	28,609	3	31,473	31,789
Other Physical & Earth Sciences	4	27,697	22,036	3	21,600	20,051
Polymer Science	2	35,250	32,066	1	32,600	N/A
Textile Science	+	+	27,057	+	26,670	
	10,798			6,896		

N/A - No historic data available
* Not computed for fewer than 20 offers.

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1991	July 1991	September 1990	July 1991	July 1991	September 1990
FINANCE						
Accounting (Public)	1,036	**$27,394**	$26,820	1,008	**$26,915**	$26,828
Accounting (Private)	351	**25,660**	25,721	424	**24,783**	24,836
Commercial Banking (Consumer)	48	**23,159**	22,301	59	**21,003**	21,597
Commercial Banking (Lending)	88	**23,978**	23,984	49	**23,425**	24,487
Investment Banking (Corporate Finance)	29	**29,069**	29,467	14	**28,984**	28,307
Investment Banking (Mergers & Acquisitions)	4	**32,250**	27,573	1	**24,000**	25,105
Investment Banking (Real Estate)	2	**17,500**	25,438	4	**23,875**	25,301
Investment Banking (Sales & Trading)	15	**27,767**	24,662	11	**20,699**	21,216
Financial/Treasury Analysis	246	**27,983**	26,923	158	**26,601**	26,305
Portfolio Management/Brokerage	34	**26,841**	23,790	16	**21,516**	22,914
Insurance (Underwriting)	94	**24,961**	24,334	45	**23,330**	23,540
Insurance (Claims)	57	**23,585**	22,576	56	**21,971**	22,334
COMMUNICATIONS						
Design/Graphic Arts	19	**22,196**	22,868	13	**18,058**	18,808
Media Planning	7	**21,786**	19,882	10	**19,144**	19,713
Reporting	13	**18,784**	16,834	9	**17,898**	16,201
Production	32	**26,017**	25,782	23	**21,898**	24,295
Public Relations	20	**21,170**	21,870	34	**20,045**	19,453
Writing/Editing	7	**20,671**	22,015	31	**20,671**	19,081
MARKETING						
Advertising	18	**23,344**	24,799	25	**19,932**	19,737
Brand/Product Management	71	**25,620**	26,235	54	**22,894**	24,526
Buyer/Merchandising	112	**24,710**	24,031	191	**22,818**	22,467
Distribution	30	**26,813**	26,062	16	**24,624**	26,294
Market Research	36	**26,164**	25,677	41	**24,820**	24,440
Purchasing	16	**26,844**	24,357	16	**28,589**	24,072
Sales	694	**25,835**	25,208	386	**24,540**	23,879
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	7	**23,284**	21,839	25	**20,060**	20,550
Finance, Taxation, Monetary Policy	32	**22,417**	23,161	48	**22,814**	22,935
Economic Programs	8	**21,103**	23,445	9	**22,270**	25,445
Law Enforcement	44	**23,944**	24,543	15	**20,528**	22,424
Military	45	**23,759**	22,488	10	**23,353**	21,489
National Security	4	**23,000**	26,011	5	**19,320**	22,686
Urban/Regional Planning	6	**19,912**	23,561	4	**18,090**	23,481
ENGINEERING						
Bioengineering	5	**31,620**	33,690	4	**22,625**	29,594
Design/Construct	724	**30,879**	30,094	153	**30,231**	30,111
Environmental/Sanitation	100	**30,260**	29,292	59	**32,223**	29,510
Manufacturing/Industrial	733	**33,827**	31,838	247	**34,238**	32,327
Systems/Programming	193	**32,542**	31,020	48	**31,017**	31,309
Power Systems	199	**33,247**	31,732	34	**33,045**	31,656
Software Design & Development	163	**32,904**	31,706	43	**32,736**	32,229
Hardware Design & Development	152	**33,481**	32,295	39	**34,600**	32,337
Research & Development	226	**33,867**	32,088	102	**35,157**	32,905
Testing	126	**30,891**	30,210	19	**29,373**	30,182
Process Engineering	726	**37,580**	35,076	346	**37,822**	34,959
Project Engineering	876	**33,988**	31,977	237	**34,475**	32,804
Other Engineering	1,171	**32,811**	31,283	309	**32,858**	31,533
HEALTH CARE						
Administrative	6	**23,587**	22,625	22	**22,934**	21,808
Industrial Hygiene	1	**23,832**	29,067	4	**24,175**	26,300
Medical Technology	12	**27,150**	25,834	32	**23,871**	23,617
Nursing / Personal Care	22	**30,435**	28,796	223	**30,660**	28,151

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

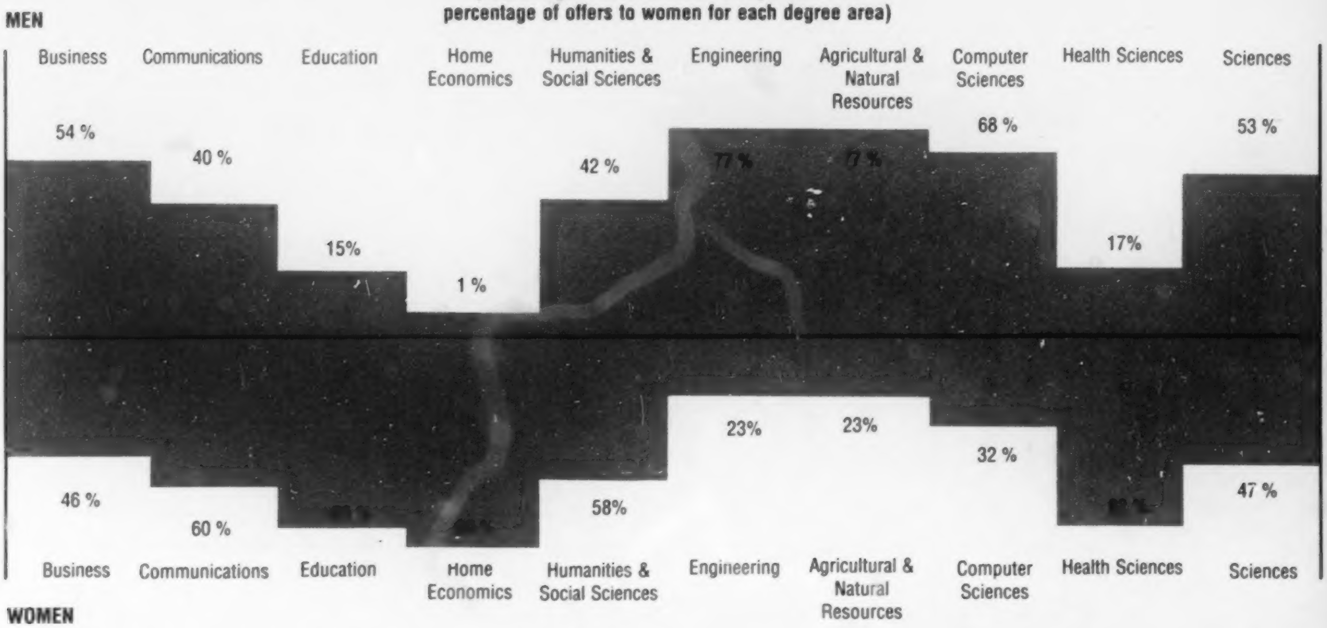
Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers July 1991	- MEN - Average $ Offer July 1991	- MEN - Average $ Offer September 1990	- WOMEN - Number of Offers July 1991	- WOMEN - Average $ Offer July 1991	- WOMEN - Average $ Offer September 1990
Continued . . .						
Occupational Therapy	4	$36,020	$21,388	34	$28,875	$26,354
Pharmacist	28	39,315	39,682	29	39,114	35,916
Physical Therapy	3	31,667	31,250	21	29,228	28,921
Respiratory Therapy	1	34,000	24,126	4	32,314	29,100
Other Health Related	23	26,926	20,981	100	26,272	22,214
SOCIAL SERVICES						
Administration	6	22,120	23,592	28	19,630	17,568
Counseling	13	17,706	18,942	49	16,946	15,794
Fundraising/Development	1	26,000	17,375	3	14,913	16,556
Social Work	10	18,780	16,055	45	17,179	17,508
COMPUTER SCIENCE						
Computer Programming	384	28,717	28,671	192	28,964	28,423
Information Systems	140	30,121	28,542	113	29,650	27,810
Systems Analysis & Design	216	30,315	29,664	128	29,947	29,262
OTHER FUNCTIONAL AREAS						
Actuarial	25	33,268	30,764	25	31,173	29,551
Agricultural/Natural Resources	68	22,434	20,275	23	20,173	19,322
Architecture	7	29,786	22,358	3	24,800	20,233
Consulting	324	29,638	28,792	167	28,392	28,456
Human Resources/Industrial Relations	29	23,243	24,220	66	23,831	22,662
Management Trainee	686	23,440	22,965	668	22,071	21,435
Mathematician/Statistician	13	24,837	25,382	20	22,874	25,551
Paralegal	6	19,867	20,323	19	20,821	21,116
Research (Nontechnical)	5	24,900	23,138	8	21,183	21,733
Research (Technical)	29	29,298	28,600	14	27,394	27,191
Teaching	117	21,499	20,409	406	20,180	19,025
	10,798			6,896		

N/A - No historic data available
* Not computed for fewer than 20 offers.

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 638	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

	SERVICE EMPLOYERS																		
Bachelor's Degree Curricula	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,170 1964 $30,800 $23,500	$25,457 3		$24,957 60 $29,000 $20,000	$23,865 5	$28,500 9	$23,358 10	$25,795 22 $29,000 $23,000	$30,533 3	$24,314 35 $28,000 $18,000	$22,167 3	$22,880 9	$25,510 52 $29,000 $21,580	$22,850 2	$21,502 30 $28,000 $16,000	$14,000 1		$20,000 1
Business Administration - incl. Management Science	$25,402 13	$23,500 2		$21,266 60 $25,500 $14,880	$23,600 15	$25,538 13	$27,320 19	$27,838 51 $31,500 $25,000	$19,000 2	$22,000 36 $29,400 $15,000	$20,831 19	$19,472 18	$23,910 91 $27,600 $20,000	$18,000 1	$20,064 251 $25,000 $17,300	$20,167 3		$26,000 2
Distribution Management															$21,375 4			
Economics & Finance (incl. Banking)	$26,138 66 $33,000 $25,000	$25,638 4		$24,374 228 $28,000 $20,000	$28,377 49 $35,000 $21,000	$26,727 17	$25,959 22 $28,800 $20,800	$28,968 107 $34,000 $26,000	$18,798 2	$24,096 96 $32,000 $15,900	$24,400 5	$23,143 7	$24,686 119 $30,000 $20,000	$21,000 1	$22,756 60 $28,000 $18,000	$30,530 2	$23,100 2	$21,500 3
Hotel / Restaurant Management											$20,364 19	$21,058 93 $23,000 $18,000			$21,450 3			
Human Resources (incl. Labor Relations)				$23,800 5	$19,200 2		$22,667 3	$30,000 1		$22,333 3	$21,250 2	$28,000 1	$23,222 29 $25,100 $20,000	$21,000 1	$20,514 7	$16,000 1		$19,000 2
Management Information Systems	$29,460 20 $32,500 $26,500			$25,875 4	$18,000 1	$28,183 11	$27,887 37 $31,000 $24,000	$29,850 34 $32,700 $27,000	$28,000 1	$26,558 12	$25,000 2		$26,821 28 $29,140 $25,500		$26,530 17			$27,300 1
Marketing/Marketing Management (incl. Research)	$26,000 2	$18,731 13		$22,540 30 $27,000 $19,000	$22,591 8	$24,975 20 $32,000 $19,000	$23,821 24 $28,000 $20,000	$24,769 13	$26,500 2	$22,742 26 $30,000 $16,000	$21,229 7	$20,831 16	$24,628 58 $28,500 $21,300	$20,000 5	$22,725 352 $28,000 $18,000	$26,625 4	$21,000 6	$23,620 9
Real Estate				$21,667 3						$21,250 2								
Advertising		$20,713 15			$21,000 1	$23,520 5				$30,000 1			$25,000 1		$20,470 10			$15,000 1
Communications	$18,000 1	$18,865 8		$22,133 8		$18,250 10	$22,800 7	$20,750 2	$20,000 1	$19,300 5	$18,571 7	$16,767 3	$23,140 15		$21,731 47 $26,000 $17,000	$21,000 1		$17,740 4
Journalism		$17,360 11		$22,000 1		$20,406 13	$20,833 6	$26,000 2		$21,500 2			$25,300 5	$21,840 1	$22,129 14			$16,207 12
Telecommunications/ Broadcasting				$22,000 2		$21,695 11						$23,000 2	$23,650 4		$21,333 15			
Elementary Education													$18,000 1		$11,000 1		$18,700 1	
Pre-Elementary Education								$18,000 1										
Physical Education															$19,000 2			
Special Education																		

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology				$22,000 1								$22,000 1	$19,000 2		$19,925 4			
Textiles & Clothing						$13,000 1					$19,200 1				$20,853 67 $24,000 $16,000			
Merchandising Management															$21,067 40 $25,000 $17,000			
Foreign Languages		$31,500 1	$22,100 1	$20,000 1		$28,500 1		$33,000 1		$25,000 1		$22,100 1	$22,900 4	$15,000 1	$19,400 2	$25,000 1		
Letters		$23,000 2		$21,917 6	$34,000 1	$17,500 4	$25,800 4	$31,000 1		$27,500 2			$24,620 4	$17,140 5	$20,613 11		$19,000 1	$15,730 5
Visual & Performing Arts		$22,300 5	$17,000 1	$32,000 1		$22,000 1					$13,000 2				$16,300 5			$16,799 5
Humanities-Other		$12,480 1		$25,000 2	$40,000 1	$19,500 1			$25,000 1	$20,000 1	$37,000 1		$23,884 13	$20,000 1	$22,085 20 $24,000 $19,500		$25,000 1	
Criminal Justice													$20,000 1	$20,071 7	$20,210 5		$25,426 4	
History		$23,000 1		$22,875 4	$33,750 4	$24,000 1	$18,500 2	$27,000 7		$29,000 2		$30,000 1	$21,750 2	$22,175 4	$19,223 13			$20,667 3
Political Science / Government		$22,000 1		$21,500 4	$23,450 4	$13,500 2	$25,801 3	$27,683 6		$24,500 6	$17,910 2	$20,400 1	$24,129 7	$18,147 6	$22,822 23 $27,500 $21,000	$22,250 2	$22,000 1	$24,917 3
Psychology		$19,200 1		$22,073 3	$32,000 1	$26,750 2	$36,333 3	$25,850 2	$22,000 1	$21,500 2	$18,763 4	$16,667 3	$23,925 4		[illegible],342 34 $25,000 $19,000	$12,000 1	$21,000 1	
Sociology				$15,000 1	$30,500 1	$18,000 1		$23,500 2		$20,000 1		$22,625 4	$21,000 2		$20,025 8	$21,667 3	$23,900 1	
Social Sciences-Other	$30,167 3	$24,000 1	$25,000 1	$16,200 1	$30,111 9	$16,000 2	$24,500 2	$28,050 6	$14,560 1	$26,500 2	$22,000 1		$26,500 4	$20,380 5	$21,740 12			$18,233 3
Aerospace & Aeronautical Engineering	$34,000 1							$31,175 4	$25,996 2									
Agricultural Engineering								$32,240 5	$31,000 1						$30,375 4			
Architectural Engineering								$30,054 10	$29,340 4									
Bioengineering & Biomedical Engineering										$35,000 1					$28,500 1			
Chemical Engineering						$38,400 1		$34,967 32 $38,500 $32,000	$35,015 17									
Civil Engineering			$32,250 4			$28,000 1	$31,200 1	$29,301 120 $32,040 $26,400	$29,628 100 $33,600 $26,500									
Computer Engineering	$29,500 1					$35,522 9	$30,417 23 $36,000 $24,000	$28,464 14	$29,967 3				$24,000 1	$28,000 1	$26,833 3	$50,000 1		

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,360 5		$31,500 2		$30,250 4	$34,560 41 $39,200 $31,500	$32,437 38 $38,316 $26,000	$31,502 84 $35,000 $28,000	$30,720 21 $33,000 $25,000	$40,000 1					$28,310 2		$26,500 1	
Environmental Engineering																		
Industrial Engineering	$30,750 4		$34,000 1			$32,246 7	$33,192 6	$30,671 41 $32,000 $28,000	$32,500 2	$29,500 2			$26,000 4		$32,500 2			
Mechanical Engineering	$31,000 1		$31,675 4				$33,147 10	$32,290 78 $35,904 $29,000	$34,138 39 $37,500 $30,000						$31,100 5	$30,000 1		
Metallurgical Engineering							$36,000 1	$31,200 2	$33,500 2									
Mining Engineering								$30,086 13	$27,300 3									
Nuclear Engineering								$33,200 2										
Petroleum Engineering									$35,533 3									
Textile Engineering																		
Engineering Technology		$15,000 1	$30,000 2			$30,000 1	$24,873 6	$31,333 6	$30,930 8				$31,500 1		$29,750 2			$28,000 1
Industrial Technology								$30,000 2		$33,000 1			$27,000 1					
Agribusiness				$20,225 4				$21,950 4			$21,500 2		$30,000 1		$22,017 6			
Animal Sciences				$30,000 1				$21,500 1			$46,000 1				$22,500 1			
Plant Sciences								$20,000 2							$14,040 2			
Natural Resources								$24,520 4							$20,000 1			
Other Agricultural Sciences												$25,000 1			$22,000 2			
Computer Science	$29,617 12		$28,000 1	$28,150 10	$36,867 3	$32,833 36 $36,000 $29,800	$29,172 132 $35,400 $22,000	$30,489 81 $34,000 $27,500	$26,914 7	$28,189 18		$22,500 1	$27,556 29 $29,140 $25,000		$25,342 12		$22,500 1	$28,000 4
Computer Programming					$25,700 1		$28,071 7	$31,500 2					$26,540 11		$27,187 3			
Information Sciences & Systems	$29,714 14			$30,000 3		$29,154 7	$26,996 24 $30,000 $23,000	$30,948 32 $33,500 $29,000	$26,000 1	$22,400 5			$28,308 11		$22,867 3			
Systems Analysis								$26,000 2					$24,960 1					

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy															$40,603 37 $44,000 $39,000			
Actuarial	$33,000 1						$24,000 1	$34,643 7		$32,000 1			$31,784 16					
Architectural & Environmental Design	$26,500 1		$30,250 6					$28,600 1	$28,000 1		$25,000 1							
Biological							$22,000 1	$23,800 1	$19,050 2		$38,000 1				$21,333 8			
Chemistry								$23,167 3	$27,500 2				$31,500 1					$15,600 1
Geological								$23,600 3	$28,885 13									
Mathematics (incl. Statistics)	$31,000 3			$28,800 4	$34,500 2	$30,950 2	$29,631 13	$29,562 21 $34,000 $25,000	$29,665 4	$28,900 5			$31,825 31 $35,000 $28,000		$22,820 3			
Physics							$26,510 2	$25,200 1			$22,000 1							
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$27,212 2060 $31,000 $23,500	$20,452 60 $27,500 $14,000	$21,367 3	$23,680 425 $28,000 $18,500	$27,033 182 $34,000 $18,000	$23,712 125 $31,200 $14,000	$25,744 142 $30,000 $20,000	$28,070 258 $33,500 $23,100	$23,554 14	$23,712 235 $30,000 $16,000	$20,765 75 $25,000 $14,820	$21,103 160 $25,000 $18,000	$24,492 446 $29,140 $20,000	$19,706 40 $24,000 $16,000	$21,826 1077 $28,000 $17,040	$23,240 19	$21,922 18	$19,425 54 $26,700 $13,645
Technical Curricula	$30,307 43 $33,000 $27,000	$15,000 1	$31,111 20 $36,000 $28,000	$27,184 22 $30,000 $21,500	$32,570 10	$33,408 105 $38,400 $29,000	$29,655 265 $36,000 $22,000	$30,646 567 $35,000 $27,000	$30,781 244 $36,120 $26,000	$28,321 34 $33,000 $25,000	$29,333 6	$23,750 2	$29,127 108 $35,000 $24,000	$28,000 1	$31,229 95 $42,500 $21,300	$40,000 2	$24,500 2	$25,933 6

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$32,471 46 $37,200 $27,500	$33,000 9		$35,626 37 $55,000 $22,378	$43,650 16	$32,117 6	$32,381 20 $36,840 $28,000	$35,317 29 $40,000 $30,000		$42,436 8	$39,000 2	$28,100 5	$36,556 9	$27,500 1	$31,975 8			
MBA - Technical Undergraduate Degree	$30,500 2		$29,120 1	$55,000 2	$53,683 6	$38,600 5	$37,767 3	$33,900 4	$29,000 1	$30,000 1			$33,275 4					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS: Real Estate	Research Organizations	Transportation	Utilities	NONPROFIT EMPLOYERS: Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	MANUFACTURING EMPLOYERS: Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$23,071 7		$23,941 18	$26,182 26 $29,232 $23,460	$18,716 9	$21,918 54 $24,528 $20,195	$23,183 57 $26,880 $18,852	$23,438 8	$23,386 14	$21,000 2			$24,750 2	$26,847 15	$23,440 5	$23,640 12	$23,130 10	$27,942 26 $30,000 $25,000
Business Administration - incl. Management Science	$17,500	$24,883 7	$22,076 17	$27,718 5	$22,712 13	$21,837 40 $24,025 $20,000	$21,767 11	$20,111 11	$21,850 6	$16,000 1	$19,600 1	$15,236 1	$20,933 3	$25,257 7	$25,833 3	$29,861 23 $34,200 $25,000	$19,113 8	$28,462 29 $34,000 $21,000
Distribution Management			$26,000 1			$22,500 1										$28,267 3		$29,500 1
Economics & Finance (incl. Banking)	$23,880 5	$23,550 2	$24,272 9	$26,271 16		$22,125 43 $25,000 $20,195	$23,382 8	$24,440 1	$26,287 11	$23,000 1		$25,000 3	$27,000 2	$25,411 7	$25,500 3	$28,841 26 $33,000 $25,500	$25,320 5	$29,036 22 $32,400 $28,000
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$28,100 2	$23,200 1	$20,000 2	$22,267 4	$24,500 1					$22,000 1	$29,000 1	$25,000 1		$24,500 2	$27,000 2	$30,000 1
Management Information Systems	$27,000 1	$23,040 1	$25,550 9	$29,682 19	$28,900 1	$17,653 2	$25,250 2	$26,000 2	$25,000 1					$26,435 8	$30,500 2	$29,000 3	$26,500 2	$31,751 7
Marketing / Marketing Management (incl. Research)	$20,319 4	$25,000 1	$19,179 17	$22,248 8	$21,400 2	$21,276 8	$22,380 4		$26,636 11	$35,000 1			$14,500 1	$23,920 1	$26,833 3	$27,189 19	$21,733 9	$27,908 46 $32,000 $24,000
Real Estate	$17,000 1						$20,820 1											
Advertising	$50,000 1				$28,900 1	$23,560 1											$18,000 1	$23,000 1
Communications	$10,900 1		$23,024 7	$22,666 8	$22,000 4	$22,763 7	$24,000 1	$21,375 4	$27,000 2	$19,750 2		$13,500 2	$16,645 1		$21,500 1	$27,925 4	$23,740 2	$29,540 5
Journalism	$22,000 1				$16,375 4	$22,154 2	$21,800 1			$17,500 2				$19,000 1	$13,000 1	$24,000 1		$2[illegible],900 2
Telecommunications / Broadcasting					$20,000 1	$21,037 1			$28,000 1							$30,000 2		$29,300 4
Elementary Education					$20,300 258 $26,000 $14,000	$21,000 1	$12,000 1			$13,500 4		$12,980 3				$16,000 1		
Pre-Elementary Education					$18,075 20 $24,000 $10,000					$20,000 1		$12,246 6	$15,000 1					
Physical Education					$19,000 22 $24,000 $15,000	$16,305 1		$13,440 1	$20,000 2	$14,400 1								
Special Education					$22,793 45 $26,000 $18,500				$17,500 1			$19,500 4						

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued . . .	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology				$26,500 1	$19,725 4	$21,000 1		$23,478 5	$22,250 2			$16,167 3	$32,500 1					
Textiles & Clothing		$24,000 1																
Merchandising Management			$22,000 1			$23,284 2												
Foreign Languages				$23,000 1	$20,125 13	$18,834 2	$17,000 1											
Letters	$19,000 1	$18,002 1	$24,000 1	$32,000 1	$21,190 28 $26,500 $18,000	$21,275 5	$20,750 4		$12,700 2	$12,000 1		$18,000 1	$21,000 1			$29,500 2	$20,800 1	$22,500 2
Visual & Performing Arts				$15,750 2	$20,385 28 $25,000 $15,000	$23,284 1	$12,000 1	$18,600 1	$18,720 1			$23,600 2		$23,000 1				
Humanities-Other					$19,128 16	$24,750 2	$36,500 1	$19,550 4	$12,000 1			$22,000 1	$15,500 1			$32,900 2		$26,500 2
Criminal Justice					$15,013 1	$17,983 6	$23,405 27 $30,000 $18,888	$22,000 1				$16,450 4						
History			$20,000 1		$20,256 6	$21,750 4	$33,600 2					$18,250 2					$16,800 1	$30,000 1
Political Science / Government			$28,300 1		$25,700 5	$21,537 14	$21,566 14			$15,600 1		$21,000 2	$28,000 1					$24,167 3
Psychology		$25,000 1			$18,914 15	$21,619 5	$16,752 5	$18,185 8	$16,009 6	$15,765 4		$17,719 24 $20,000 $13,000	$14,350 2			$33,500 2	$25,200 1	$32,898 2
Sociology			$19,500 1		$17,600 1	$19,428 2	$23,203 7	$15,260 2	$16,802 6	$18,000 1		$16,325 8	$16,500 2					
Social Sciences-Other	$15,000 1		$19,260 2	$31,500 1	$19,628 11	$20,149 8	$18,959 11		$17,686 7	$18,220 2		$17,809 21 $21,000 $14,500	$24,200 5			$20,000 1		
Aerospace & Aeronautical Engineering		$30,000 1	$33,000 1		$27,500 2	$26,833 25 $29,400 $23,500								$31,141 53 $33,280 $29,496		$30,400 2		$35,520 1
Agricultural Engineering						$22,500 2	$32,167 3								$25,000 2	$33,317 6		
Architectural Engineering				$34,800 2		$27,332 1	$26,066 5										$31,313 15	
Bioengineering & Biomedical Engineering									$17,000 1									
Chemical Engineering		$36,322 7	$24,812 1	$32,707 5	$27,600 2	$26,553 19	$28,183 4							$35,880 4	$36,208 13	$35,848 10	$40;200 2	$37,356 407 $39,500 $35,700
Civil Engineering		$32,367 6	$27,933 43 $32,000 $24,500	$32,565 21 $33,900 $29,400		$26,004 51 $27,500 $22,067	$27,840 219 $34,032 $24,144							$29,296 4	$37,000 1	$30,568 5	$28,555 55 $31,200 $26,000	$34,134 13
Computer Engineering		$33,001 4	$36,000 1	$33,788 4	$26,400 1	$28,079 10	$26,750 2							$31,748 5		$32,000 1		$33,772 8

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$34,881 20 $39,200 $32,040	$32,530 5	$33,126 165 $35,000 $31,080	$30,971 4	$27,177 139 $32,000 $22,000	$31,536 8						$30,250 2	$32,700 95 $35,100 $30,000	$36,327 3	$33,760 92 $35,700 $32,000	$32,462 18	$36,543 60 $38,412 $34,000
Environmental Engineering						$35,000 1	$23,500 1											
Industrial Engineering			$29,915 6	$32,868 14		$24,795 13	$23,890 2	$29,120 1						$28,643 7	$32,508 4	$32,053 49 $34,800 $31,000	$32,289 7	$34,660 44 $38,280 $32,000
Mechanical Engineering		$33,615 13	$31,500 2	$32,996 104 $35,500 $30,000	$26,000 1	$27,149 74 $32,600 $22,067	$28,934 8							$30,707 121 $33,900 $28,500	$34,678 15	$33,595 221 $35,880 $31,000	$32,384 32 $36,000 $27,500	$36,327 183 $38,500 $33,600
Metallurgical Engineering				$50,400 1		$27,466 2	$26,000 1							$31,500 1	$30,000 1	$34,104 16	$30,000 1	$31,633 3
Mining Engineering				$33,800 1			$24,000 1									$26,400 1		
Nuclear Engineering		$34,560 1		$33,633 3		$28,784 6	$33,500 1									$33,320 1		
Petroleum Engineering				$40,000 1														$41,000 2
Textile Engineering																		
Engineering Technology		$28,750 2	$27,500 2	$25,797 5	$25,087 3	$27,305 5	$26,700 1	$19,500 1	$31,000 1		$27,000 1			$29,434 24 $32,000 $27,500	$33,000 1	$34,714 17	$28,564 11	$36,555 4
Industrial Technology						$21,000 1								$29,495 6		$25,960 5	$27,450 2	
Agribusiness		$26,000 1			$20,065 3	$23,000 1	$20,920 2		$21,000 1	$22,000 1					$23,238 37 $25,000 $16,800			$24,667 3
Animal Sciences					$18,750 2	$22,200 1				$25,000 1					$20,541 17		$21,840 1	
Plant Sciences					$38,000 1		$21,013 1								$18,200 5			
Natural Resources						$16,300 1	$17,800 3											
Other Agricultural Sciences	$12,000 1				$24,800 1		$27,350 2								$24,443 14			
Computer Science		$29,290 10	$32,820 5	$31,855 23 $35,000 $28,850	$22,955 6	$24,215 22 $27,000 $20,195	$24,670 10	$32,000 2	$26,533 6			$26,000 1		$30,162 27 $33,600 $26,500	$34,000 1	$30,771 7		$33,091 28 $36,960 $31,000
Computer Programming	$26,000 1		$29,200 2		$20,000 1					$20,238 1							$27,500 1	
Information Sciences & Systems			$27,150 6	$29,500 1	$23,480 2	$20,195 1			$28,857 7					$26,000 3		$20,800 4		$32,871 16
Systems Analysis							$18,600 1		$22,000 1									

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$22,156 5	$26,000 1	$14,594 2	$29,572 121 $34,000 $24,000	$32,774 26 $40,000 $25,529									
Health Sciences					$23,088 1		$20,250 2	$21,941 22 $28,000 $16,000	$19,424 10			$25,000 1	$17,000 3					
Nursing					$28,050 2	$29,000 4	$22,175 1	$30,991 234 $37,400 $24,000	$29,505 6						$25,000 1			$22,000 1
Pharmacy								$36,089 12	$34,500 2									$40,840 5
Actuarial																		
Architectural & Environmental Design					$25,000 2											$26,500 1	$25,375 4	
Biological		$18,900 5			$18,321 12	$20,720 2	$19,950 7	$20,833 3	$16,100 4			$13,500 1			$26,000 1			$28,278 9
Chemistry		$23,880 2	$33,000 1	$26,520 4	$14,346 6	$27,563 4	$24,500 1	$18,350 2								$25,500 2		$29,483 40 $34,500 $24,000
Geological		$26,800 2				$23,750 3	$24,000 1											
Mathematics (incl. Statistics)					$20,739 18	$21,499 16	$24,067 4	$22,000 1						$33,000 1		$28,800 3	$23,500 1	$33,640 5
Physics					$33,272 1	$23,439 5											$28,500 1	$29,700 2
Other Physical & Earth Sciences					$20,637 4		$28,000 1									$30,000 1		
Polymer Science																		$37,500 1
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$22,524 24 $28,500 $15,000	$24,023 14	$22,717 87 $28,000 $16,300	$26,187 89 $31,400 $20,800	$20,521 504 $26,000 $14,500	$21,659 217 $24,586 $17,300	$22,470 160 $28,119 $17,000	$20,756 48 $25,000 $15,500	$21,818 76 $29,000 $15,000	$17,680 24 $22,000 $13,000	$19,600 1	$17,494 88 $22,200 $12,480	$21,714 24 $28,000 $15,000	$25,848 41 $28,668 $23,000	$24,850 18	$27,973 103 $33,000 $21,000	$22,421 42 $27,600 $18,000	$28,507 154 $32,796 $24,000
Technical Curricula	$19,000 2	$31,782 74 $37,500 $22,500	$20,980 75 $34,092 $24,752	$32,859 354 $35,500 $29,400	$22,023 80 $28,000 $16,600	$26,402 411 $31,490 $21,201	$27,196 294 $33,500 $22,800	$30,024 399 $37,000 $23,000	$27,831 65 $40,000 $17,500	$22,413 3	$27,000 1	$21,500 3	$22,300 5	$31,147 351 $34,000 $28,500	$26,785 116 $35,500 $18,000	$33,322 438 $35,880 $30,000	$30,242 151 [illegible] $26,000	$36,169 925 $39,000 $32,004

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$32,500 4		$35,843 7	$29,380 5	$27,467 3	$27,435 8	$24,320 4	$28,643 5	$35,833 3	$14,400 1	$20,000 1			$32,750 2	$31,500 2	$35,731 16	$33,000 2	$43,162 22 $51,600 $34,092
MBA - Technical Undergraduate Degree	$40,000 1			$39,956 4	$33,000 1	$33,430 1	$32,767 3		$46,000 1					$39,250 2		$41,250 4	$33,000 1	$39,623 12

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$31,365 24 $33,500 $27,000	$26,684 36 $30,000 $23,900	$27,754 17	$29,071 7	$23,300 7	$24,167 3	$27,750 2	$26,817 12	$27,612 146 $30,000 $26,000	$22,200 1	$29,400 1	$26,700 3	$16,000 3	$22,500 4	$27,533 6	$22,593 28 $28,000 $15,600
Business Administration - incl. Management Science	$30,774 14	$27,944 18	$28,263 40 $33,000 $25,000	$28,833 3	$24,225 8	$22,000 1	$28,233 6	$27,000 8	$28,466 22 $33,700 $24,000	$23,000 5	$22,000 1	$29,030 7	$22,000 1	$22,717 13	$24,309 11	$23,170 25 $29,000 $16,800
Distribution Management		$33,000 1	$29,067 3	$30,000 1					$35,454 2							$24,700 1
Economics & Finance (incl. Banking)	$27,077 33 $31,000 $24,000	$27,531 30 $30,000 $24,300	$26,595 19	$28,819 13	$28,000 2	$26,500 1	$26,350 4	$27,911 9	$28,678 82 $31,964 $26,500	$21,600 5		$30,999 7	$26,100 1	$25,500 10	$27,391 15	$23,469 24 $28,500 $18,750
Hotel / Restaurant Management			$27,650 2													$28,000 1
Human Resources (incl. Labor Relations)	$32,000 3	$26,000 1	$30,000 3	$24,500 1			$23,000 1	$29,167 3	$26,625 4					$26,000 1		$30,000 1
Management Information Systems	$28,717 9	$30,692 12	$26,571 10	$33,000 1	$29,500 1	$27,600 1	$29,000 2	$28,000 3	$29,999 44 $33,600 $27,600			$33,600 4	$30,000 1	$27,750 2	$32,000 1	$27,067 3
Marketing / Marketing Management (incl. Research)	$25,533 43 $30,000 $18,000	$24,849 18	$24,949 89 $28,500 $20,488	$25,301 27 $29,000 $24,000			$27,333 6	$24,936 11	$27,547 29 $30,000 $24,000	$25,565 23 $27,400 $23,950	$30,000 1	$25,214 7	$32,450 4	$24,000 18	$23,814 15	$23,042 60 $28,000 $17,000
Real Estate																
Advertising			$26,000 1	$25,000 1	$25,000 1		$18,500 1			$26,000 1					$13,000 1	$18,033 6
Communications	$31,020 2		$27,140 5	$23,250 2					$29,600 1					$24,000 1	$25,500 3	$24,689 9
Journalism	$25,200 1	$28,500 1	$21,367 3						$29,300 1					$27,000 3	$18,547 3	$19,276 9
Telecommunications / Broadcasting	$26,000 1		$25,875 4									$12,000 1		$28,400 3		
Elementary Education				$30,000 1											$10,000 1	
Pre-Elementary Education																$10,000 1
Physical Education																
Special Education																

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology												$21,000 1				$17,500 1
Textiles & Clothing	$26,000 1	$27,000 1												$23,286 10		
Merchandising Management														$13,500 1		
Foreign Languages			$25,000 1													$20,667 3
Letters	$23,250 2	$25,750 2										$29,000 1		$23,750 2	$26,800 2	$20,383 6
Visual & Performing Arts	$19,600 1									$19,000 3						$21,000 2
Humanities-Other	$22,000 1	$28,500 1	$19,250 2	$18,750 2			$24,250 2							$24,250 2		$24,563 4
Criminal Justice	$21,000 1							$22,000 1								
History	$30,000 2		$35,000 1	$25,000 1												$21,667 3
Political Science / Government	$25,000 1	$27,000 1	$23,367 3	$26,000 1				$28,667 3	$22,000 1	$26,500 2			$20,000 1		$28,000 4	$21,000 2
Psychology			$27,500 2					$17,160 1	$24,504 1	$17,202 3				$27,500 1	$25,833 3	$19,000 1
Sociology			$18,000 1	$28,000 1				$29,000 2		$22,000 1					$23,000 1	$18,667 3
Social Sciences-Other			$29,750 2	$28,000 1		$12,584 1										
Aerospace & Aeronautical Engineering	$31,380 4	$33,923 6		$37,500 2	$23,040 1			$36,500 1	$33,721 7						$34,020 4	$26,907 5
Agricultural Engineering			$32,700 4						$34,320 2						$33,200 3	$28,586 7
Architectural Engineering									$34,609 12							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1										$30,720 5				
Chemical Engineering	$35,423 7	$37,617 23 $39,300 $34,500	$36,816 51 $39,000 $35,000	$37,817 18	$35,000 9	$28,600 1	$37,168 18	$37,847 28 $38,500 $36,200	$38,551 403 $40,740 $36,000	$37,775 4	$37,310 4	$36,967 3	$36,950 2	$37,600 5	$37,300 40 $39,500 $35,000	$35,050 23 $38,500 $31,000
Civil Engineering		$32,013 8	$34,200 1	$26,500 1	$29,822 12	$31,732 10	$35,500 1	$28,533 5	$35,514 98 $38,040 $32,400			$28,000 1	$31,433 3		$31,956 5	$29,857 22 $30,000 $27,500
Computer Engineering	$33,462 44 $37,000 $28,500	$34,358 41 $36,200 $32,000	$34,200 1					$31,800 1	$35,395 8						$35,895 2	$30,082 12

	MANUFACTURING EMPLOYERS															
Curriculum - Continued . . .	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,778 148 $36,300 $30,300	$33,500 339 $36,600 $30,160	$34,764 15	$36,628 9	$34,297 50 $36,180 $32,400	$35,500 4	$36,573 3	$36,206 35 $38,400 $34,000	$36,100 129 $39,000 $32,000	$32,400 1	$34,833 3	$34,256 10	$32,500 1	$35,253 6	$33,499 39 $37,500 $25,000	$32,307 40 $35,760 $28,000
Environmental Engineering		$26,400 1				$28,000 1				$33,000 1						$28,000 1
Industrial Engineering	$32,934 12	$32,810 45 $34,992 $31,000	$34,178 22 $34,800 $33,000	$33,456 8	$33,456 30 $34,500 $32,400	$35,400 1	$31,060 5	$33,791 13	$34,831 12	$33,250 2		$32,540 2	$31,300 2	$29,650 6	$32,631 20 $35,700 $30,000	$29,784 18
Mechanical Engineering	$33,774 19	$33,541 191 $36,000 $30,720	$34,941 34 $37,500 $33,000	$36,103 23 $37,500 $33,000	$32,597 71 $34,620 $29,500	$29,947 3	$33,223 13	$35,653 38 $38,000 $33,500	$36,776 415 $39,500 $33,000	$37,467 3	$33,000 3	$33,837 24 $35,400 $30,000	$34,050 4	$33,169 13	$35,086 63 $37,500 $32,800	$31,464 64 $35,900 $27,000
Metallurgical Engineering	$34,800 2	$33,825 4			$33,566 96 $35,520 $32,400	$33,310 10		$34,800 2	$36,400 3				$31,729 7		$34,320 1	$30,250 2
Mining Engineering						$33,076 27 $36,000 $30,168			$33,900 1					$28,000 1		
Nuclear Engineering	$32,700 1	$34,260 5			$36,000 1											
Petroleum Engineering									$39,010 174 $42,504 $33,480						$37,500 1	
Textile Engineering																
Engineering Technology	$33,274 4	$28,587 19	$29,000 1	$27,700 2	$29,265 11			$30,926 5	$32,682 10	$24,353 3		$28,833 3	$25,000 1		$32,257 3	$28,456 11
Industrial Technology		$30,900 3	$28,667 3	$34,800 4								$31,833 3				$21,625 4
Agribusiness			$27,125 4		$24,750 2				$32,000 1							$21,100 1
Animal Sciences			$31,000 2													$14,400 1
Plant Sciences			$26,000 1													$19,333 3
Natural Resources																$19,760 3
Other Agricultural Sciences			$23,942 13				$35,000 1								$21,000 1	$24,000 1
Computer Science	$32,505 76 $36,088 $28,000	$33,441 71 $35,400 $31,000	$31,167 3	$33,400 2	$29,649 11		$31,950 2	$32,025 4	$33,740 83 $36,360 $29,600	$31,000 1	$30,000 1	$32,017 6		$28,325 2	$33,029 14	$28,356 11
Computer Programming	$33,920 2	$31,200 1												$21,375 2		
Information Sciences & Systems	$30,722 19	$29,080 5						$30,000 2	$30,254 22 $32,400 $27,020						$33,200 6	$27,667 6
Systems Analysis		$35,700 1			$31,000 1				$31,200 1							

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences			$19,000 1													$23,040 1
Nursing																$30,000 1
Pharmacy																
Actuarial																
Architectural & Environmental Design									$28,800 1							
Biological		$23,400 1	$20,400 1					$21,792 1				$21,000 1			$22,000 1	$34,008 1
Chemistry			$33,800 2	$34,000 1					$31,500 1				$31,600 2		$31,590 2	$20,967 3
Geological									$34,220 5							
Mathematics (incl. Statistics)	$29,130 7	$32,525 4	$27,500 1		$28,500 2			$30,000 1	$32,360 5	$20,000 1			$30,000 1	$22,724 1	$32,000 1	$32,200 1
Physics	$33,120 2	$26,750 2							$35,200 4							
Other Physical & Earth Sciences		$35,040 1														
Polymer Science													$33,000 1			$32,600 1
Textile Science																

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$28,004 139 $33,000 $20,500	$27,292 131 $30,000 $23,000	$26,234 208 $31,000 $20,800	$26,687 63 $32,000 $22,750	$24,603 19	$23,026 7	$26,829 24 $29,500 $23,500	$26,920 53 $30,000 $22,000	$28,261 333 $31,500 $26,000	$23,700 44 $27,400 $18,000	$27,133 3	$28,170 31 $35,000 $22,000	$25,082 11	$24,139 71 $28,000 $17,500	$25,073 66 $30,000 $19,200	$22,631 193 $29,000 $16,200
Technical Curricula	$33,169 347 $36,300 $28,200	$33,454 772 $36,360 $30,000	$33,681 160 $38,000 $27,000	$35,789 70 $38,400 $32,000	$32,982 296 $35,520 $29,000	$32,760 57 $36,000 $28,600	$34,893 43 $39,000 $31,000	$35,193 137 $38,400 $31,200	$37,086 1407 $40,700 $32,000	$32,466 16	$34,576 11	$32,554 58 $36,000 $28,000	$32,208 24 $35,000 $29,600	$32,200 38 $37,500 $24,000	$34,548 215 $38,400 $30,000	$30,286 244 $35,900 $23,270

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$36,000 6	$38,913 8	$40,455 11	$43,488 8	$29,000 1		$38,600 3	$35,500 2	$36,387 18	$42,600 2		$35,000 1	$36,300 1	$35,500 2	$35,461 7	$27,725 9
MBA - Technical Undergraduate Degree	$35,000 2	$40,000 1	$42,250 2	$48,000 1	$40,250 1			$38,000 2	$39,602 8				$41,700 1	$36,000 1	$40,000 1	

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 639 $28,000 $21,600	Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,181 1067 $31,000 $23,500	$25,286 630 $29,500 $19,500	$23,435 10	$25,950 6	$27,333 3		$27,500 2	$51,000 1	$26,130 42 $29,520 $20,000	$24,500 2	$22,394 4	$20,467 3				$27,000 1		
Business Administration (incl. Management Science)	$23,078 9	$21,247 21 $24,000 $16,000	$20,557 31 $24,000 $15,000	$21,109 9	$29,500 3			$17,833 3	$25,125 37 $30,000 $19,000	$24,810 10	$24,348 35 $27,000 $22,000	$22,572 30 $26,280 $17,000		$17,000 1		$23,000 2	$17,323 6	$18,000 1
Distribution Management																$24,700 1		
Economics & Finance (incl. Banking)	$27,630 50 $32,000 $24,000	$26,323 94 $30,000 $20,000	$22,759 49 $28,000 $18,000	$24,441 93 $28,000 $21,000	$28,027 29 $34,000 $22,000	$30,400 5	$18,875 4	$26,472 11	$27.876 268 $33,000 $23,000	$25,327 21 $30,000 $18,000	$25,073 45 $30,000 $21,000	$23,230 25 $26,200 $18,000			$21,600 1	$24,000 1	$22,000 2	$27,000 2
Hotel / Restaurant Management		$21,000 1																
Human Resources (incl. Labor Relations)			$23,000 2					$19,200 2	$25,000 1	$29,000 1	$23,233 9	$22,795 9				$26,000 1		
Management Information Systems	$29,350 6	$27,000 1							$28,733 3		$24,733 3							
Marketing / Marketing Management (incl. Research)	$19,975 3	$21,920 5	$22,250 8	$23,051 12	$31,500 1			$20,825 4	$23,318 11	$24,600 4	$24,572 21 $26,000 $22,320	$23,686 16	$30,000 1	$20,000 6		$23,250 2		
Real Estate				$22,000 2					$19,750 2	$24,000 1								
Advertising		$23,780 2		$21,000 1					$36,000 1				$15,000 1			$23,000 5	$20,300 3	$19,633 3
Communications	$18,000 1	$19,000 2	$23,000 1	$17,020 5				$15,000 1	$35,000 1		$26,067 3	$22,611 9	$17,300 5	$21,450 4	$13,960 1	$22,600 15	$21,408 18	$20,275 4
Journalism		$16,500 4										$21,750 2	$12,532 2	$16,047 3	$16,625 14	$18,700 1	$21,675 11	$19,460 10
Telecommunications / Broadcasting				$19,000 1							$25,333 3			$16,000 1	$28,400 2	$20,710 8	$20,000 1	
Elementary Education		$16,000 1																
Pre-Elementary Education																		
Physical Education																		
Special Education																		

	FINANCE												COMMUNICATIONS					
Curriculum - Continued . . .	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,500 1						
Textiles & Clothing													$15,000 1					
Merchandising Management																		
Foreign Languages			$70,000 1							$25,000 1	$26,000 2	$19,800 2					$15,000 1	
Letters			$25,000 2		$34,000 1						$25,000 2	$24,240 2			$17,000 2		$18,315 4	$21,644 9
Visual & Performing Arts		$23,000 1		$32,000 1									$20,417 12			$17,070 5		
Humanities-Other		$25,000 1	$10,000 1		$40,000 1				$29,510 1		$22,500 6	$24,900 3	$12,480 1					
Criminal Justice											$20,000 1						$15,013 1	
History				$22,250 2	$45,000 1				$30,000 3	$29,000 2	$26,000 1		$25,000 1		$20,000 1			$21,000 3
Political Science / Government		$35,000 1	$22,000 1	$27,800 2	$26,250 2			$16,000 1	$28,875 4	$20,500 2		$19,620 5	$26,000 1	$22,000 1			$23,329 4	$17,000 1
Psychology		$24,000 2			$32,000 1				$17,360 2		$14,700 1		$19,200 1	$35,000 1			$17,000 1	
Sociology			$15,000 1		$30,500 1							$21,000 1						
Social Sciences-Other		$15,000 1							$30,050 10	$25,000 3		$24,750 2	$14,400 1			$18,200 1		$18,250 2
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$35,000 1									
Chemical Engineering																		
Civil Engineering								$29,000 1										
Computer Engineering																$39,200 1		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$23,096 1	$28,100 1						$34,000 1					$33,780 1					
Environmental Engineering																		
Industrial Engineering									$31,400 2		$26,000 1	$25,000 1						
Mechanical Engineering										$37,500 1			$34,000 1			$35,110 8		$26,000 1
Metallurgical Engineering																$33,000 1		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering									$22,500 1									
Textile Engineering																		
Engineering Technology									$30,000 1		$31,500 1		$29,020 3			$31,000 1		
Industrial Technology									$33,000 1									$26,000 1
Agribusiness	$21,000 1			$21,500 1					$18,000 1								$19,400 2	
Animal Sciences				$30,000 1														
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$26,333 3							$32,000 1	$30,560 5			$11,520 1						
Computer Programming																		
Information Sciences & Systems	$26,500 2	$23,347 3																
Systems Analysis																		

CONTINUED ...	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$16,640 1																
Nursing																		
Pharmacy																		
Actuarial											$17,500 1							
Architectural & Environmental Design	$26,500 1																	
Biological									$38,000 1									
Chemistry												$31,500 1				$21,000 1		$15,600 1
Geological																		
Mathematics (incl. Statistics)		$26,000 3		$11,440 1					$29,660 5	$20,000 2					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,165 2036 $31,000 $23,500	$25,191 767 $29,500 $19,000	$21,970 107 $27,500 $16,000	$23,843 134 $28,000 $19,000	$29,041 43 $35,000 $23,000	$30,600 5	$21,750 6	$23,878 23 $30,000 $16,500	$27,322 386 $32,500 $21,000	$25,093 47 $32,000 $18,000	$24,421 136 $28,000 $20,000	$22,788 110 $26,200 $18,000	$19,024 27 $25,000 $12,584	$20,232 17	$18,061 21 $23,000 $12,000	$21,654 43 $29,700 $14,016	$20,504 52 $27,000 $15,000	$20,511 35 $25,800 $16,500
Technical Curricula	$25,325 8	$24,098 8		$20,980 3				$31,667 3	$30,022 10	$25,833 3	$25,000 3	$22,673 3	$28,568 5		$26,000 1	$33,757 12	$19,400 2	$22,533 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting			$21,000 2				$25,400 5	$25,853 4	$22,455 40 $26,214 $20,195		$22,000 1	$26,000 1						
Business Administration - incl. Management Science	$20,900 2	$25,077 32 $30,000 $18,600	$25,451 46 $31,800 $21,000	$25,634 16	$22,986 7	$28,806 16	$23,912 107 $30,200 $18,000	$21,540 2	$22,518 8	$22,000 2	$22,341 3	$24,199 9	$20,000 1	$11,440 1				$29,480 10
Distribution Management		$33,636 3		$29,229 7		$29,200 1						$22,500 1						
Economics & Finance (incl. Banking)	$27,500 2	$25,375 12	$23,576 19		$[illegible].522 12	$27,250 2	$24,858 116 $31,000 $18,000	$20,165 3	$22,940 19	$21,700 8	$16,530 2	$22,505 4		$27,000 1				$24,000 1
Hotel / Restaurant Management							$27,767 3											
Human Resources (incl. Labor Relations)		$21,000 1	$24,500 1				$24,646 13					$22,000 1						$23,000 1
Management Information Systems			$28,500 1				$26,567 6		$22,500 1									
Marketing / Marketing Management (incl. Research)	$18,850 10	$23,553 40 $30,500 $18,000	$23,922 124 $28,020 $20,000	$26,250 14	$22,962 35 $29,100 $16,500	$24,100 7	$24,921 457 $30,000 $19,000	$22,000 2	$19,450 2	$25,418 1	$23,500 4							
Real Estate														$18,910 2				
Advertising	$21,800 10	$12,000 1	$21,500 1		$15,000 1	$18,500 1	$23,081 16											
Communications	$23,000 4	$25,628 6	$22,000 3		$21,600 1	$20,000 2	$24,235 44 $30,000 $18,000	$15,600 1	$21,023 1		$24,000 1	$27,167 3						$26,500 1
Journalism	$19,367 6	$21,467 4	$22,750 4	$28,000 1	$24,000 1		$25,669 13		$21,023 1									
Telecommunications / Broadcasting			$21,818 11				$25,806 18		$21,037 1									
Elementary Education							$19,667 3				$10,700 1							
Pre-Elementary Education																		
Physical Education														$18,305 1				
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$22,000 1		$20,600 2				$20,075 4					$21,000 1						
Textiles & Clothing			$21,032 37 $24,000 $18,000		$27,000 1		$22,563 8									$14,560 1		
Merchandising Management		$17,500 1	$23,250 14				$22,000 1	$23,284 1										
Foreign Languages					$31,500 1		$21,420 5		$21,023 1			$16,644 1						
Letters	$27,000 3	$21,650 2	$24,900 5	$15,600 2	$22,000 3		$21,938 8	$25,500 2		$18,200 1	$20,200 1	$22,000 1						
Visual & Performing Arts	$20,000 1	$13,645 1					$14,100 5				$12,000 1							
Humanities-Other		$11,500 1	$22,063 8			$46,000 1	$25,287 15				$30,750 2	$22,000 1						
Criminal Justice							$22,000 1	$19,099 3	$20,900 1	$19,200 1	$23,475 30 $30,000 $18,888	$20,070 2	$20,150 4					
History	$23,000 1	$23,000 5	$18,900 1				$22,727 11				$37,200 1	$23,000 3	$27,000 1					
Political Science / Government		$17,573 3	$24,500 2				$24,555 23 $28,300 $20,000	$18,255 11	$24,000 1	$22,500 2	$21,500 2	$21,333 3	$26,000 1	$12,000 1				
Psychology			$21,200 7	$13,520 1	$23,000 2		$21,929 20 $29,000 $12,000				$19,674 3	$23,367 3						
Sociology			$19,200 1				$21,833 6	$31,200 1			$24,333 3							
Social Sciences-Other	$20,333 3	$20,000 1	$27,375 4	$25,000 1	$37,000 1		$20,270 4	$17,160 2		$20,166 1	$19,000 2	$23,333 3	$17,500 2	$17,614 1			$16,293 3	
Aerospace & Aeronautical Engineering							$33,950 2									$30,205 23 $34,216 $27,332		$31,031 13
Agricultural Engineering																$32,573 6	$30,875 4	$29,500 1
Architectural Engineering																$31,863 38 $36,700 $25,200	$29,800 2	$31,800 1
Bioengineering & Biomedical Engineering															$28,120 5			
Chemical Engineering		$38,500 1		$34,500 1	$37,500 2	$37,020 1	$36,154 9									$35,051 19	$34,714 30 $38,500 $28,836	$37,226 58 $39,000 $34,800
Civil Engineering		$31,000 1			$36,100 1		$28,955 4					$24,000 1		$32,000 1		$28,828 306 $34,300 $24,300	$31,753 75 $37,500 $27,000	$33,368 12
Computer Engineering							$27,250 4									$35,367 3		$34,200 2

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1			$33,430 2		$32,544 19				$31,250 2	$28,833 3				$32,748 114 $37,200 $27,332	$32,875 4	$34,112 191 $37,500 $30,900
Environmental Engineering																	$30,333 3	$33,000 1
Industrial Engineering		$32,400 2	$30,840 1		$34,800 1	$32,100 1	$31,791 27 $33,000 $31,000		$40,000 1						$27,000 1	$30,090 5	$31,740 1	$33,111 167 $36,960 $28,500
Mechanical Engineering		$31,500 2		$31,800 2	$32,750 2		$32,847 40 $37,400 $30,240					$25,667 3			$37,500 1	$33,082 234 $37,800 $27,500	$31,551 14	$34,432 420 $37,800 $30,420
Metallurgical Engineering							$32,034 2									$32,500 4		$33,815 38 $35,700 $32,400
Mining Engineering																$33,300 1	$28,163 5	$32,313 3
Nuclear Engineering												$27,334 1						$32,500 1
Petroleum Engineering																$34,592 2		$37,886 7
Textile Engineering																		
Engineering Technology					$32,150 2		$33,700 5									$25,064 21 $31,200 $18,000	$28,500 4	$30,818 37 $34,000 $25,000
Industrial Technology																$25,892 6		[illegible] 12
Agribusiness		$23,000 2	$25,167 3		$25,000 1		$25,464 14		$23,000 1									$31,000 1
Animal Sciences			$27,000 1				$24,057 6					$22,200 1						
Plant Sciences							$15,740 2											
Natural Resources																	$23,000 2	
Other Agricultural Sciences		$23,004 1					$17,333 3											
Computer Science		$28,000 1		$21,500 1	$29,000 1		$19,290 5		$16,800 1			$22,500 2				$35,000 1		
Computer Programming																		
Information Sciences & Systems							$31,500 1											
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$19,000 1											
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design							$26,500 1									$28,600 2		
Biological		$30,000 1	$20,250 4				$27,073 7		$28,000 1						$21,750 2		$20,700 4	$22,000 1
Chemistry							$30,760 9					$25,860 2					$24,800 4	$24,000 1
Geological												$23,750 3		$24,000 1			$23,375 4	
Mathematics (incl. Statistics)			$22,000 1				$32,375 4			$23,000 1		$21,500 2		$13,650 1				
Physics							$30,250 2									$25,200 1		
Other Physical & Earth Sciences							$38,000 1											
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$21,360 43 $28,000 $15,000	$23,861 113 $32,000 $18,000	$23,513 293 $28,000 $19,200	$25,685 42 $33,000 $18,000	$24,845 65 $30,000 $17,500	$27,260 30 $35,000 $18,000	$24,470 912 $30,000 $18,000	$20,765 32 $26,431 $15,600	$22,429 76 $26,880 $19,500	$21,641 16	$22,789 57 $30,000 $17,000	$23,180 37 $26,000 $18,000	$20,956 9	$17,454 7		$14,560 1	$16,293 3	$28,331 13
Technical Curricula		$29,917 12	$23,634 10	$29,900 4	$33,047 12	$34,500 2	$30,270 168 $35,400 $22,000		$26,950 4	$23,000 1	$31,250 2	$24,800 18		$23,217 3	$27,622 9	$30,784 876 $36,700 $24,912	$31,271 150 $37,500 $25,000	$34,066 967 $37,800 $30,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$24,000 2					$26,550 1			$23,000 1
Business Administration - incl. Management Science	$20,664 9		$32,000 1		$33,000 1				$29,011 9	$29,640 6	$18,700 1			$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$28,200 1	$30,000 1					$37,500 1	$40,000 1	$29,100 1	$25,000 1								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)									$24,000 1									
Management Information Systems	$28,727 11		$24,500 2						$30,000 1	$28,000 1								
Marketing / Marketing Management (incl. Research)									$19,000 1	$26,000 2								$22,000 2
Real Estate																		
Advertising																		
Communications										$15,000 1								
Journalism	$19,000 1																	
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		$23,000 1
Special Education																		$19,650 2

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								$23,127 7
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages																		
Letters									$10,000 1									$15,987 2
Visual & Performing Arts									$10,500 2									
Humanities-Other										$13,200 1								$18,500 2
Criminal Justice																		
History																		
Political Science / Government								$27,000 1										
Psychology			$36,333 3									$18,700 1	$12,480 1			$22,090 1		$15,193 6
Sociology										$11,520 1			$14,560 1					$10,000 1
Social Sciences-Other																		$14,500 2
Aerospace & Aeronautical Engineering	$31,191 3	$27,301 2	$30,420 7	$28,500 2	$29,732 7	$29,734 12	$35,520 1	$29,547 9	$30,959 38 $35,700 $26,252									
Agricultural Engineering					$38,100 1	$29,667 3	$33,600 2	$31,583 10	$30,022 9									
Architectural Engineering						$30,333 3		$27,750 2	$27,746 4									
Bioengineering & Biomedical Engineering			$32,000 1						$30,000 1									$28,500 1
Chemical Engineering	$37,475 4	$38,250 2			$36,906 88 $39,000 $35,000	$31,139 5	$37,953 906 $40,440 $36,000	$35,815 95 $39,660 $27,600	$36,519 119 $39,500 $31,500									
Civil Engineering	$34,000 2	$29,052 6	$32,400 1		$35,833 3	$29,046 4	$38,000 1	$30,392 118 $36,100 $24,752	$29,553 171 $36,000 $24,912				$29,200 1					
Computer Engineering	$31,174 42 $35,700 $26,760	$34,800 1	$33,167 35 $35,700 $30,000	$34,524 27 $38,637 $30,000	$29,252 4	$33,967 3		$38,596 13	$33,987 28 $36,200 $31,000								$31,000 2	

	ENGINEERING									HEALTH CARE								
Curriculum - Continued	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,220 102 $36,000 $30,000	$33,415 157 $37,800 $30,000	$33,159 68 $36,500 $30,000	$33,732 138 $36,500 $30,420	$33,247 85 $39,200 $26,252	$31,205 51 $35,300 $26,252	$35,905 20 $38,500 $32,460	$33,326 217 $37,800 $27,500	$32,926 402 $37,200 $27,332					$44,000 1				
Environmental Engineering					$24,850 2													
Industrial Engineering	$32,500 5	$31,060 2			$32,300 5	$29,126 2	$30,538 4	$32,218 49 $35,000 $28,000	$31,800 85 $34,800 $29,000		$23,832 1			$31,080 1				
Mechanical Engineering	$33,333 12	$33,231 52 $36,000 $28,500	$34,628 4	$33,558 16	$34,010 91 $37,500 $30,000	$32,689 37 $36,000 $27,332	$36,192 80 $39,000 $32,000	$34,812 396 $38,500 $30,000	$33,636 421 $38,400 $28,000			$34,000 1						
Metallurgical Engineering		$50,400 1			$33,846 7		$32,883 15	$33,387 47 $34,800 $32,000	$32,904 29 $35,400 $28,800									
Mining Engineering						$26,667 3		$32,278 24 $34,000 $30,000	$32,545 8									
Nuclear Engineering		$33,700 2			$31,925 4	$33,883 3	$34,800 1		$31,986 7									
Petroleum Engineering					$40,000 1	$30,000 1	$40,947 28 $46,200 $35,100	$39,516 101 $42,600 $36,000	$37,629 38 $42,000 $33,000									
Textile Engineering																		
Engineering Technology	$28,400 3	$30,271 4	$34,500 1	$30,024 4	$35,167 3	$27,812 5	$33,750 2	$29,322 18	$30,837 41 $35,000 $26,000			$19,500 1		$37,500 1				
Industrial Technology	$29,000 1				$33,500 1	$26,700 1		$30,500 2	$29,125 2									
Agribusiness										$21,000 1								
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1	$25,500 1			$27,067 3									
Computer Science	$33,000 38 $36,000 $28,800	$30,913 3	$32,591 76 $37,000 $28,000	$35,394 2	$36,750 6	$20,800 1	$35,400 1	$32,805 4	$32,589 37 $36,200 $29,000			$33,500 1					$27,600 1	$24,000 1
Computer Programming	$30,947 3		$31,200 1															
Information Sciences & Systems	$29,500 1								$32,000 1									
Systems Analysis									$31,000 1	$22,000 1								

Continued . . .

	ENGINEERING								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Allied Health									
Health Sciences									
Nursing									
Pharmacy									
Actuarial									
Architectural & Environmental Design									$27,933 3
Biological					$25,000 2	$14,000 1	$21,792 1		
Chemistry					$28,427 8	$27,431 9	$30,149 9	$29,600 2	$22,250 2
Geological					$41,400 1			$31,811 9	$32,500 2
Mathematics (incl. Statistics)	$28,667 3		$34,483 6	$34,000 1	$32,000 1			$26,500 1	$34,092 5
Physics				$32,500 1	$33,272 1			$36,100 2	$29,459 7
Other Physical & Earth Sciences					$35,040 1				
Polymer Sciencer					$34,367 3				
Textile Science									

	HEALTH CARE								
	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health	$28,500 2		$26,644 27 $32,000 $22,000		$29,190 33 $32,000 $26,000		$31,505 21 $34,100 $30,000	$36,820 2	$30,955 67 $40,000 $22,880
Health Sciences			$21,691 11		$28,000 1		$11,648 1		$22,227 18
Nursing	$32,044 4			$30,787 242 $37,000 $24,000					$33,240 2
Pharmacy						$39,439 56 $44,000 $35,000			
Actuarial									
Architectural & Environmental Design									
Biological		$31,500 1	$13,000 2						$19,415 8
Chemistry	$18,000 1	$22,500 1							
Geological									
Mathematics (incl. Statistics)	$27,000 1								
Physics									
Other Physical & Earth Sciences									
Polymer Sciencer									
Textile Science									

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Nontechnical Curricula	$28,235 22 $30,000 $25,000	$30,000 1	$31,667 6		$33,000 1		$37,500 1	$33,500 2	$26,269 16
Technical Curricula	$32,840 219 $36,500 $28,000	$33,231 232 $37,020 $28,500	$32,905 26 $37,000 $28,860	$33,709 191 $36,720 $30,000	$34,272 327 $38,900 $27,332	$30,692 145 $36,000 $24,500	$37,658 1071 $40,440 $35,000	$34,093 1111 $39,300 $28,000	$32,892 1464 $38,400 $27,000

	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$20,994 16	$18,700 1	$18,700 1	$13,520 2	$22,000 1	$26,550 1	$17,765 2		$19,158 26 $24,000 $14,560
Technical Curricula	$26,818 16	$25,458 4	$24,906 43 $32,000 $19,600	$30,781 243 $37,000 $24,000	$29,833 37 $35,000 $26,000	$39,439 56 $44,000 $35,000	$30,602 22 $34,100 $29,500	$32,651 5	$28,334 87 $40,000 $20,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting	$21,823 1				$28,110 4	$26,250 4	$28,200 1		$24,000 2		$29,423 13		$22,990 21 $26,500 $19,500					
Business Administration - incl. Management Science	$19,500 3	$20,262 2		$19,475 4	$27,222 12	$26,939 17	$30,179 11				$27,651 50 $32,000 $25,000	$22,765 23 $26,500 $18,000	$22,839 346 $28,200 $17,300			$26,050 3		$22,500 5
Distribution Management						$27,500 1							$21,375 4					
Economics & Finance (incl. Banking)	$28,000 1				$27,322 9	$28,941 7	$27,010 10	$32,000 1			$28,426 121 $33,000 $26,000	$24,674 3	$23,655 172 $29,600 $18,900	$19,174 3		$27,000 2	$33,000 2	
Hotel / Restaurant Management													$20,953 114 $23,000 $18,000					
Human Resources (incl. Labor Relations)		$18,000 1									$28,267 3	$25,346 32 $30,000 $20,000	$22,892 12			$14,000 1		$22,000 1
Management Information Systems					$27,635 184 $30,700 $24,000	$29,280 73 $32,700 $25,000	$28,897 74 $32,500 $25,500				$30,357 23 $33,000 $27,600		$25,303 12					
Marketing / Marketing Management (incl. Research)		$15,900 2	$17,000 1		$27,867 3		$20,000 1				$27,200 10	$21,844 9	$22,419 258 $28,000 $18,000	$24,070 1				$26,000 1
Real Estate																		
Advertising													$20,700 5					
Communications	$20,195 1	$16,000 2			$20,000 1		$29,600 1				$18,500 2	$21,500 2	$21,004 44 $24,000 $17,000			$21,023 1		$21,000 1
Journalism					$28,000 1						$26,000 2	$22,000 1	$20,929 20 $24,000 $16,500					$22,000 1
Telecommunications / Broadcasting												$20,000 1	$23,400 5					
Elementary Education	$18,100 1	$13,350 1		$10,000 1														$20,180 265 $26,000 $13,923
Pre-Elementary Education	$10,500 2			$15,496 1							$10,000 1		$18,000 1					$17,339 25 $23,900 $10,000
Physical Education											$17,000 1		$19,000 2					$19,668 23 $24,000 $15,000
Special Education		$17,250 2																$22,795 46 $26,000 $18,500

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology	$32,500 1	$16,750 2											$20,167 3					$19,725 4
Textiles & Clothing													$21,212 33 $25,000 $16,000				$24,000 1	
Merchandising Management													$19,868 27 $23,500 $16,500					
Foreign Languages					$30,750 2						$22,100 1	$17,000 1	$20,442 6					$20,707 11
Letters	$21,000 1	$10,400 1			$26,200 1		$25,400 2				$21,500 2	$19,267 3	$21,236 18		$17,140 5			$21,905 26 $26,500 $18,400
Visual & Performing Arts	$23,300 2				$13,000 1								$19,377 5					$20,701 26 $25,000 $15,600
Humanities-Other	$15,000 1	$17,125 4		$22,000 1									$22,392 20 $25,500 $20,000		$28,500 2			$19,782 8
Criminal Justice		$20,500 2		$17,760 5									$21,733 3		$18,625 4			
History		$24,000 1	$12,500 1			$17,500 1					$26,833 6		$21,600 13		$22,175 4			$19,907 5
Political Science / Government	$22,000 1	$20,250 4	$26,000 1			$24,450 2					$30,071 7	$26,398 3	$22,428 32 $27,500 $19,000		$21,500 4	$25,000 1		$23,443 1
Psychology	$24,805 4	$16,645 22 $19,500 $13,000		$16,419 13	$17,500 1		$15,500 1				$21,750 2	$24,721 6	$22,865 33 $26,900 $20,000	$16,973 1		$17,500 1		$18,772 10
Sociology	$17,350 4	$16,219 6		$18,521 10	$19,500 2						$22,500 2	$21,000 3	$21,294 17		$23,000 1			$17,600 1
Social Sciences-Other	$19,133 9	$16,988 8	$15,240 1	$17,967 15	$25,000 1		$24,000 1		$25,500 2		$28,844 9	$24,000 1	$21,935 14		$19,900 5			$19,628 11
Aerospace & Aeronautical Engineering					$27,500 1						$29,500 2						$30,000 1	
Agricultural Engineering									$25,000 1		$29,000 1		$23,270 1					
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering						$29,000 1					$33,526 7						$32,667 3	
Civil Engineering					$29,500 1		$30,944 11				$29,448 23 $31,800 $26,400		$30,600 3					
Computer Engineering					$31,219 29 $35,500 $24,000	$32,500 2	$29,717 3				$28,000 2							

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued . . .	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$30,350 6	$33,090 10	$32,183 10				$29,538 19		$34,062 11				$33,706 5	
Environmental Engineering																		
Industrial Engineering					$31,100 2	$36,000 1	$35,395 4				$30,038 26 $32,000 $28,000		$33,064 16					
Mechanical Engineering					$28,513 3	$31,500 2					$31,539 28 $35,000 $29,000		$35,504 18				$30,526 2	$34,800 1
Metallurgical Engineering									$26,000 1		$34,200 1		$33,586 5					
Mining Engineering											$31,525 4							
Nuclear Engineering													$33,049 2					
Petroleum Engineering							$40,000 1						$20,856 1					
Textile Engineering																		
Engineering Technology					$27,750 4	$34,439 6	$26,980 2				$29,333 3	$28,340 1	$27,650 4					$21,800 2
Industrial Technology							$31,000 1				$27,000 1		$27,633 6					
Agribusiness					$16,500 1				$23,541 28 $28,000 $19,000		$27,800 2		$20,334 12					$20,065 3
Animal Sciences									$19,944 16				$30,667 3					$19,500 1
Plant Sciences									$19,236 11					$21,013 1				$38,000 1
Natural Resources									$17,426 7		$27,540 2							
Other Agricultural Sciences									$24,782 15				$23,455 11					$23,695 2
Computer Science		$10,000 1			$29,678 272 $34,800 $24,000	$31,524 84 $36,000 $26,500	$31,193 154 $36,000 $25,900				$30,304 49 $34,000 $27,500	$21,000 3	$27,835 3	$20,195 1				$22,000 2
Computer Programming					$25,644 23 $29,400 $20,000	$29,000 1	$28,429 4				$32,000 3							
Information Sciences & Systems					$29,181 77 $32,400 $26,880	$28,607 37 $33,000 $22,000	$30,230 39 $33,700 $26,000				$30,338 33 $33,500 $28,000		$27,343 6					
Systems Analysis							$27,625 4				$31,000 1			$24,960 1				

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,688 1		$14,500 1														$18,300 1
Health Sciences	$18,750 2			$16,000 4														$21,544 2
Nursing									$25,000 1				$30,000 1					
Pharmacy																		
Actuarial							$24,000 1	$32,414 17			$35,357 7							
Architectural & Environmental Design										$28,290 10		$19,500 1						
Biological						$22,000 1			$15,588 5		$23,800 1	$28,200 2	$20,400 1			$19,750 2	$23,167 3	$18,586 10
Chemistry													$31,770 2			$22,350 2	$28,269 21 $32,400 $22,000	$14,270 4
Geological							$25,200 1		$25,000 1		$22,900 2		$24,000 1				$21,600 1	$43,200 1
Mathematics (incl. Statistics)					$26,281 14	$26,400 3	$29,800 7	$32,125 32 $35,000 $29,328			$30,921 19		$29,000 5	$24,625 25 $30,000 $20,195			$24,000 1	$21,286 17
Physics					$19,000 1								$24,700 2				$25,613 3	$24,000 1
Other Physical & Earth Sciences									$28,000 1									$20,637 4
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$20,152 32 $28,000 $15,000	$17,133 60 $21,023 $12,000	$17,685 4	$17,647 50 $22,000 $13,500	$27,271 142 $31,000 $24,000	$28,542 105 $32,500 $23,400	$28,515 102 $32,500 $24,000	$32,000 1	$24,750 4		$28,079 255 $33,000 $24,000	$23,632 88 $30,000 $17,500	$22,145 1240 $28,000 $17,500	$19,713 5	$20,592 25 $23,000 $17,000	$23,307 9	$30,000 3	$20,392 471 $26,000 $14,200
Technical Curricula	$18,750 2	$16,344 2		$15,700 5	$29,299 434 $34,512 $23,040	$30,882 148 $36,000 $24,000	$30,879 242 $36,000 $25,500	$32,225 49 $35,000 $28,600	$21,730 87 $27,500 $15,600	$28,290 10	$30,440 236 $34,200 $27,000	$23,891 7	$29,501 114 $35,600 $21,100	$24,350 38 $30,000 $20,195		$21,050 4	$28,579 40 $35,000 $21,000	$21,223 52 $24,690 $16,900

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990		Percentiles	
	July 1991	July 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	**239**	**$31,257**	$29,647	5.4%	$37,000	$31,000	$26,000
MBA-Nontechnical undergraduate							
1 year or less experience	**362**	**35,225**	36,175	-2.6	48,000	34,000	25,569
1 to 2 years experience	**184**	**44,328**	43,310	2.4	55,000	45,000	31,000
2 to 4 years experience	**300**	**48,622**	45,683	6.4	60,375	50,000	35,700
Over 4 years experience	**407**	**50,782**	45,883	10.7	70,000	51,000	35,000
MBA-Technical undergraduate degree							
1 year or less experience	**79**	**39,402**	37,737	4.4	51,480	39,600	30,000
1 to 2 years experience	**71**	**48,762**	48,191	1.2	59,500	50,000	35,000
2 to 4 years experience	**161**	**52,801**	50,355	4.9	65,000	52,500	42,000
Over 4 years experience	**196**	**53,706**	51,452	4.4	70,000	53,000	40,000
MS-Business	**39**	**42,121**	34,347	22.6	52,000	41,000	33,000
Economics & Finance	**235**	**41,841**	36,812	13.7	52,000	42,000	32,000
Labor/Industrial Relations (incl. Human Resources)	**53**	**38,700**	31,487	22.9	48,000	40,800	28,500
Management Information Systems	**33**	**35,820**	33,739	6.2	42,500	35,000	31,200
Marketing/Marketing Management (incl. Marketing Research)	**141**	**43,503**	35,440	22.8	52,500	45,000	33,600
COMMUNICATIONS							
Advertising	**4**	**33,250**	24,000	*	*	*	*
Communications	**8**	**29,320**	27,602	*	*	*	*
Journalism	**2**	**21,500**	24,500	*	*	*	*
EDUCATION							
Education Administration	**16**	**23,926**	25,698	*	*	*	*
Elementary Education	**29**	**24,354**	22,893	6.4	28,169	24,000	19,000
Physical Education	**7**	**23,286**	27,508	*	*	*	*
Reading Education	**1**	**32,944**	22,000	*	*	*	*
Special Education	**14**	**23,764**	22,798	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**2**	**16,650**	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	**7**	**26,026**	22,400	*	*	*	*
Visual & Performing Arts	**5**	**22,845**	25,399	*	*	*	*
Humanities-Other	**9**	**32,760**	24,333	*	*	*	*
History	+	+	22,500				
Political Science/Government	**1**	**22,145**	+	*	*	*	*
Psychology	**12**	**23,209**	24,169	*	*	*	*
Sociology	**3**	**24,267**	20,500	*	*	*	*
Social Sciences	**13**	**30,853**	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**15**	**35,934**	36,114	*	*	*	*
Agricultural	**3**	**30,800**	37,700	*	*	*	*
Bioengineering & Biomedical	**3**	**31,150**	36,500	*	*	*	*
Chemical	**68**	**40,352**	37,862	6.6	42,960	40,500	37,500
Civil	**112**	**34,912**	32,366	7.9	39,240	34,650	30,300
Computer	**18**	**39,297**	35,748	*	*	*	*
Electrical	**173**	**38,658**	37,526	3.0	42,900	39,000	33,000
Industrial	**32**	**36,989**	35,362	4.6	41,712	38,200	31,200
Mechanical	**165**	**37,856**	36,506	3.7	42,000	38,000	33,000
Metallurgical	**24**	**37,917**	36,792	3.1	41,000	37,827	33,500
Mining	**14**	**35,007**	39,626	*	*	*	*
Nuclear	**7**	**38,691**	36,728	*	*	*	*
Petroleum	**31**	**44,097**	38,412	14.8	48,000	42,000	40,200
Textile	+	+	33,510				

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1991	Average $ Offer July 1991	Average $ Offer September 1990	Percent Change in $ Offers from September 1990	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . .							
HEALTH SCIENCES							
Allied Health	9	$28,291	$25,696	*	*	*	*
Health Sciences	17	25,895	20,402	*	*	*	*
Nursing	4	55,500	34,900	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	7	26,671	22,839	*	*	*	*
Architectural & Environmental Design	1	28,080	26,905	*	*	*	*
Biological	5	24,012	27,279	*	*	*	*
Chemistry	13	34,411	32,320	*	*	*	*
Computer Science	137	37,710	36,849	2.3 %	$44,000	$38,400	$30,000
Geological (incl. Geophysics)	34	37,134	33,644	10.4	42,000	37,900	31,164
Mathematics	18	29,206	30,069	*	*	*	*
Physics	3	27,219	31,480	*	*	*	*
Polymer	2	34,980	37,098	*	*	*	*
	3,548						

Doctoral Candidates

Graduate Program	Number of Offers July 1991	Average $ Offer July 1991	Average $ Offer September 1990	Percent Change in $ Offers from September 1990	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	26	$58,458	$54,788	6.7%	$68,000	$60,000	$48,000
Economics & Finance	2	43,000	44,000	*	*	*	*
EDUCATION							
Education Administration	11	40,597	44,900	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	3	36,667	30,340	*	*	*	*
Foreign Languages	2	36,870	+	*	*	*	*
Humanities	+	+	26,000				
Psychology	9	45,078	34,154	*	*	*	*
Sociology	1	40,000	32,502	*	*	*	*
Social Sciences	1	30,000	34,200	*	*	*	*
ENGINEERING							
Aerospace	3	46,027	48,932	*	*	*	*
Chemical	75	53,114	50,524	5.1	57,000	54,000	50,000
Civil	6	41,499	44,481	*	*	*	*
Computer	5	54,400	50,526	*	*	*	*
Electrical	29	56,164	53,147	5.7	65,000	57,000	45,750
Industrial	1	54,000	51,500	*	*	*	*
Mechanical	12	46,196	49,887	*	*	*	*
Metallurgical	18	48,739	47,296	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	4	43,638	38,912	*	*	*	*
Biological	6	31,800	32,500	*	*	*	*
Chemistry	66	48,608	45,356	7.2	52,800	48,990	44,000
Geology & Geological Sciences	10	52,184	38,028	*	*	*	*
Mathematics	6	38,483	42,775	*	*	*	*
Physics	5	38,860	41,486	*	*	*	*
Polymer	6	48,417	46,625	*	*	*	*
	307						

N/A - No historic data available
* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
Brown University
Buffalo State College
Clarkson University
Columbia University
Univ. of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Bus. & Public Admin.
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Connecticut State Univ.
Fordham Univ. - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Univ. of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
Univ. of Massachusetts - Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research- Grad. School
Northeastern University
Pace Univ. - New York
Pace Univ. - Westchester
Polytechnic University
Post College
Pratt Institute
Regis College
Rensselaer Polytechnic Univ.
Rhode Island School of Design
Univ. of Rhode Island
Roberts Wesleyan College
Rochester Inst. of Technology
University of Rochester
Univ. of Rochester - W.E. Simon Grad. School of Bus.
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
SUNY - Brockport
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Tufts University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Inst.

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California Univ. of Penna.
Capitol College
Carnegie-Mellon Univ.
Catholic Univ. of America
Centenary College
Delaware State College
University of Delaware
Univ. of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Fairmont State College
Franklin & Marshall College
Gannon University
Georgetown University
George Washington Univ.
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
Howard University
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Lycoming College
Mansfield University
University of Maryland - Baltimore County
Univ. of Maryland- College Park
Marymount Univ.- Grad. School
Morgan State University
Neumann College
New Jersey Inst. of Technology
Penn State University
Penn State - Behrend
Penn State - Capitol College
Univ. of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers Univ. - Camden - Arts & Science
Rutgers Univ. - Newark
Rutgers Univ. - New Brunswick
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Thomas Jefferson University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan Univ.
Washington & Lee Univ.
West Virginia Inst. of Technology
West Virginia University
Widener University
William Paterson College

MCPA

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve Univ.
Cedarville College
Central Missouri State Univ.
University of Chicago
Univ. of Chicago- Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia University
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Illinois University
Eastern Michigan Universtiy
Emporia State University
Eureka College
Ferris State University
Grace College
Grand View College
Hanover College
Greenville College
IIT-Illinois Inst. of Technology
Univ. of Illinois-Chicago
Univ. of Illinois - Chemistry & Chemical Engrg.
University of Illinois - Commerce & Business
Univ. of Illinois - Engrg.
Indiana University
Indiana Univ. - Northwest
Indiana Univ. / Purdue Univ. - Indianapolis
Iowa State Univ. - Agri.
Iowa State Univ. - Bus., Science & Humanities
Iowa State Univ. - Design
Iowa State Univ. - Engrg.
Iowa State Univ. - Family & Consumer Science
Iowa State Univ.- Vet. Med.
Univ. of Iowa - Bus / Engrg.
John Carroll University
Judson College
Univ. of Kansas - Arts
Univ. of Kansas - Bus.
Univ. of Kansas - Engrg.
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
Univ. of Michigan - Ann Arbor - Engineering
Univ. of Michigan- Dearborn
Univ. of Minnesota- Agri.
Univ. of Minnesota- Carlson Sch. of Mgmt.
Univ. of Minnesota-Lib. Arts
Minot State University
Univ.of Missouri - Columbia - Engineering
Univ. of Missouri - Rolla
Univ. of Missouri - St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
Univ. of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern Univ.- Kellogg Grad. Sch. of Business
Northwest Missouri State Univ.
University of Notre Dame
Ohio Northern University
Ohio State Univ. - Agri.
Ohio State Univ. - Arts & Sci.
Ohio State Univ. - Bus.
Ohio State Univ. - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State Univ.
Southern Illinois Univ. - Carbondale
Southern Illinois Univ. - Edwardsville
Southwest Missouri State Univ.
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
Teikyo Westmar University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Acct. & Bus.
Wartburg College
Washington Univ. - Bus.
Washington Univ. - Engrg.
Wayne State University
Wichita State University
Univ. of Wisconsin - Eau Claire
Univ. of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
Univ. of Wisconsin - Platteville
Univ. Wisconsin - River Falls
Univ. of Wisconsin - Stout
College of Wooster
Wright State University
Youngstown State Univ.

RMCPA

American Grad School of International Mgmt. - Thunderbird
University of Arizona
Brigham Young Univ.
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State College
Montana State University
University of Montana
Univ. of Nebraska - Lincoln
Univ. of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona Univ.
Univ. of North. Colorado
Sioux Falls College
South Dakota School of Mines
Univ of South Dakota -Bus.
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M Univ.
University of Alabama
Univ. of Alabama - Engrg
Univ. of Alabama-Birmingham
Auburn University
Augusta College
Averett College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke Univ. - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State Univ.
Elon College
Emory Univ. - Business
Florida Atlantic Univ.
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern University
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
University of Louisville-Engrg.
Mars Hill College
Mary Washington College
Memphis State University
Mercer University - Atlanta
Middle Tennessee State Univ.
Millsaps College
Mississippi State University
University of Mississippi
University of Montevallo
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central Univ.
North Carolina State University -Textiles
University of North Carolina -Chapel Hill
University of North Carolina-Greensboro
Northeast Louisiana Univ.
Northern Kentucky Univ.
Univ. of North Florida
Oglethorpe University
Old Dominion Univ.
Institute of Paper & Science
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
St. Augustine's College
Samford University
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
University of South Carolina - Spartanburg
Southern College of Technology
Univ. of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
Univ. of Tennessee - Chattanooga
Univ. of Tennessee - Knoxville
Troy State Univ. at Dothan
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Mgmt.
Virginia Tech & State Univ.
University of Virginia
Wake Forest University
Wake Forest Univ.-Babcock Grad. School of Mgmt.
Western Carolina Univ.
Western Kentucky Univ.
College of William & Mary
Winthrop College
Wofford College
Xavier Univ. of Louisiana

SWPA

Arkansas College
Univ. of Arkansas-Fayetteville
Baylor University
Corpus Christi State University
East Texas State University
Hendrix College
University of Houston
Univ.of Houston - Clear Lake
Lamar University
Langston University
Louisiana Tech University
Midwestern State University
University of North Texas
Oklahoma State University
Oklahoma State Univ. - Engrg.
University of Oklahoma
UT - Pan American
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State Univ.
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
Univ. of Texas-Austin - Engrg.
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State Univ.- Fresno
California State Univ.-Hayward
California State Univ.- Long Beach
California State University- Los Angeles
California State University- Sacramento
Univ. of California - Irvine - Graduate School of Mgmt.
Univ. of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
University of the Pacific
Point Loma Nazarene College
Portland State University
University of Redlands
Ringling School of Art & Design
San Diego State University
University of San Francisco
San Franicisco State University
San Jose State University
Santa Clara University
Univ. of Southern California
Univ. of Southern California- Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A 3940-2-U

A study of 1990-1991 beginning offers

CPC $alary $urvey

September 1991

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The recession created a dreary employment picture for 1990-91 college graduates, with several studies throughout the year confirming that employers were cutting back on on-campus recruitment activity. The September 1991 ***Salary Survey*** shows that offers made to 75 percent of the reported curriculum areas were higher than last year's final figures—but not by much. Employers were conservative with their dollars, keeping pace with inflation, but few nudged their offers higher.

Typical of the flat starting salary offer landscape were offers to business graduates. These graduates received 72 percent of their offers from the slow-to-recover service sector, and offers were only slightly higher than those of last year. Accounting graduates, who usually post 4 to 5 percent increases in offers each year, received an average offer of $26,642—just 1 percent higher than last year's average offer. Business administration graduates fared only slightly better, with a 2.1 percent increase over the September 1990 figure for an average of $24,019. At $25,819, the average offer to economics and finance graduates represented a 2.5 percent increase. Human resources graduates garnered the highest offer increase in the business disciplines; with an average offer of $23,812, these graduates posted a 3.1 percent increase.

Humanities and social sciences graduates were hardest hit by the recession. Half of these graduates received starting salary offers lower than last year, and foreign language graduates experienced the sharpest drop in starting salary offers—off 8.8 percent for an average of $21,526.

Flying in the face of the recession, however, were offers to most types of engineering graduates, with many of the engineering disciplines posting significant increases. The petroleum industry played a major role in keeping these graduates in demand, as it recruited at the same pace as last year. Starting salary offers to petroleum engineering graduates jumped 10.5 percent from September 1990 to $38,882, and chemical engineering graduates saw their average offer rise 6.7 percent to $37,492. Mechanical and electrical engineering graduates also fared well. Mechanical engineers received an increase of 6 percent in their average starting salary offer, now $33,999, and offers to electrical engineers rose 4.4 percent to $33,190. Civil engineering graduates also posted respectable gains, with an average offer of $29,658, up 5.4 percent over last year's figure.

Aerospace engineers, however, were not among the fortunate engineering graduates this year. While commercial aerospace is booming, there are not enough organizations on the commercial side to absorb graduates who once would have signed on with defense-related employers. That downturn in the defense side of the aerospace industry kept offers few and far between. Those aerospace engineering graduates who did receive job offers this year saw a less than 1 percent increase in the average offer, $30,667. Recent events in the Soviet Union have given the military-industrial complex the chance to say "We told you so," but it's a long shot that defense contractors will regain enough lost ground to turn the situation around for aerospace engineers in the pipeline. The trend is decidedly toward leaner work forces.

At a time when most employers cut back on their work forces, the health-care industry faced a labor shortage. This greatly benefited current graduates in allied health by boosting their salary offers 7.3 percent to an average of $29,443. Nursing graduates also received higher starting salary offers. Their average offer rose 4.7 percent to $29,596.

At the master's-degree level, M.B.A. activity was mixed. Inexperienced M.B.A.s with nontechnical undergraduate degrees saw their average offer drop 2.6 percent to $35,241. Their technical counterparts, however, received offers that were 2.2 percent higher than those posted last September for an average of $38,582. Plus, those M.B.A.s with more than 4 years of experience received significant increases in the average starting salary offers compared with last year. The average offer to those with nontechnical undergraduate degrees was $50,412, a 9.9 percent increase over last year's figure, while the average starting salary offer to those with technical undergraduate degrees increased 5.4 percent to $54,219.

Economists contend that the recession is over, but the aftershocks are still evident in continued layoffs—which is hardly good news for those graduates who left college without permanent employment. What to watch: Chemical production, a leading indicator for the whole economy, has been up for the past four months. If that indicator's trend holds, we could see employers returning to the campus with opportunities and offers.

The September 1991 ***CPC Salary Survey*** contains information received during the period of September 1, 1990, to August 8, 1991. Its data are compiled from offers extended to students graduating between September 1, 1990, and August 31, 1991. Participating in the ***Salary Survey*** are 450 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

The study compiles reports from 450 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	3,608	$26,642	$26,391	1.0%	$30,300	$27,000	$22,000
Business Administration (incl. Management Science)	1,538	24,019	23,529	2.1	30,500	24,000	18,000
Distribution Management	28	27,081	25,079	8.0	33,800	26,850	21,023
Economics & Finance (incl. Banking)	1,720	25,819	25,184	2.5	31,964	26,000	20,000
Hotel/Restaurant Management	149	21,220	20,752	2.3	24,000	21,320	18,000
Human Resources (incl. Labor Relations)	124	23,812	23,101	3.1	30,000	24,000	18,030
Management Information Systems	419	28,237	27,428	2.9	32,496	28,500	24,000
Marketing/Marketing Management (incl. Research)	1,473	23,713	23,543	0.7	29,000	24,000	18,000
Real Estate	12	21,693	24,509	*	*	*	*
COMMUNICATIONS							
Advertising	89	21,490	20,742	3.6	27,500	21,000	15,000
Communications	309	21,852	21,002	4.0	28,000	22,000	15,000
Journalism	147	19,821	19,488	1.7	27,000	20,000	13,000
Telecommunications/Broadcasting	71	22,321	20,413	9.3	28,000	22,000	16,000
EDUCATION							
Elementary Education	511	19,439	18,974	2.4	25,200	20,000	12,996
Pre-Elementary Education	41	16,724	17,507	-4.5	22,300	16,500	10,000
Physical Education	46	20,137	19,904	1.2	24,000	20,050	15,000
Special Education	91	21,536	20,433	5.4	25,500	22,000	17,000
HOME ECONOMICS							
Human Ecology	32	20,628	19,383	6.4	24,500	21,000	15,300
Textiles & Clothing	115	20,940	20,662	1.3	25,000	21,000	16,000
Merchandising Management	49	20,967	19,496	7.5	25,000	21,000	17,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	69	21,526	23,607	-8.8	28,000	21,000	15,850
Letters	208	21,937	21,566	1.7	28,000	21,573	16,000
Visual & Performing Arts	105	19,913	20,588	-3.3	25,200	19,600	13,645
Humanities-Other	119	23,567	23,213	1.5	32,000	22,000	15,000
Criminal Justice	78	22,280	20,745	7.4	30,000	20,694	15,996
History	116	23,441	22,715	3.2	30,000	23,000	16,000
Political Science/Government	218	23,252	23,677	-1.8	30,000	22,500	17,900
Psychology	232	20,541	20,688	-0.7	28,500	20,000	13,300
Sociology	94	20,431	20,134	1.5	27,000	20,000	14,400
Social Sciences-Other	177	21,375	21,627	-1.2	30,000	20,400	15,000
ENGINEERING							
Aerospace & Aeronautical	168	30,667	30,509	0.5	36,000	30,285	26,252
Agricultural	45	30,249	30,127	0.4	36,000	30,000	23,270
Architectural	67	30,396	28,916	5.1	36,000	29,700	25,000
Bioengineering & Biomedical	11	30,391	30,052	*	*	*	*
Chemical	1,655	37,492	35,122	6.7	40,320	38,000	35,000
Civil	1,086	29,658	28,136	5.4	36,000	29,100	24,752

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
Continued . . .							
Computer	**243**	**$32,280**	$31,490	2.5 %	$36,300	$33,000	$26,252
Electrical	**2,141**	**33,190**	31,778	4.4	37,500	33,600	28,000
Environmental	**11**	**27,317**	30,019	*	*	*	*
Industrial	**545**	**32,131**	30,525	5.3	35,400	32,600	28,000
Mechanical	**2,431**	**33,999**	32,064	6.0	38,300	34,100	29,000
Metallurgical	**177**	**33,314**	32,235	3.3	35,520	33,600	30,600
Mining	**77**	**31,738**	29,383	8.0	35,400	32,500	26,400
Nuclear	**33**	**32,175**	31,750	1.3	35,380	33,000	27,334
Petroleum	**198**	**38,882**	35,202	10.5	42,500	39,950	33,000
Textile	**+**	**+**	33,219				
Engineering Technology	**354**	**30,098**	29,318	2.7	36,000	30,000	22,800
Industrial Technology	**76**	**28,403**	29,235	-2.8	34,500	28,996	22,000
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	**110**	**23,552**	21,834	7.9	28,500	24,000	18,000
Animal Sciences	**38**	**21,851**	19,719	10.8	28,000	21,500	15,000
Plant Sciences	**24**	**21,459**	21,176	1.3	26,000	20,000	15,600
Natural Resources	**20**	**21,342**	19,058	12.0	27,000	20,000	16,800
Other Agricultural Sciences	**55**	**23,694**	24,411	-2.9	30,000	24,000	17,500
COMPUTER SCIENCES							
Computer Science	**1,093**	**30,696**	29,804	3.0	36,000	31,000	25,000
Computer Programming	**41**	**27,111**	28,223	-3.9	31,500	28,500	21,000
Information Sciences & Systems	**222**	**29,218**	28,631	2.0	33,400	29,379	24,000
Systems Analysis	**17**	**27,521**	30,556	*	*	*	*
HEALTH SCIENCES							
Allied Health	**177**	**29,443**	27,436	7.3	35,000	30,000	22,000
Health Sciences[1]	**50**	**21,861**	20,827	5.0	29,640	22,750	14,500
Nursing	**392**	**29,596**	28,270	4.7	35,360	30,000	24,000
Pharmacy[2]	**124**	**39,533**	36,728	7.6	45,000	40,130	31,000
SCIENCES							
Actuarial	**36**	**31,392**	28,267	11.1	36,900	32,020	25,950
Architectural & Environmental Design	**29**	**26,017**	25,125	3.6	30,000	25,000	21,000
Biological	**90**	**21,917**	21,800	0.5	30,500	21,000	14,000
Chemistry	**104**	**26,836**	27,494	-2.4	34,000	27,875	19,000
Geological	**33**	**28,463**	23,463	21.3	36,000	29,200	20,000
Mathematics (incl. Statistics)	**249**	**27,370**	27,032	1.3	34,700	28,000	19,600
Physics	**50**	**29,227**	28,022	4.3	36,100	30,000	21,000
Other Physical and Earth Sciences	**16**	**24,140**	21,044	*	*	*	*
Polymer Science	**3**	**34,367**	32,066	*	*	*	*
Textile Science	**+**	**+**	26,979				
	24,279						

N/A - No historic data available

* Not computed for fewer than 20 offers.

+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
FINANCE							
Accounting (Public)	2,697	**$27,246**	$26,824	1.6%	$31,000	$27,500	$23,500
Accounting (Private)	1,001	**25,049**	25,273	-0.9	29,500	26,000	18,500
Commercial Banking (Consumer)	165	**22,408**	21,915	2.3	28,000	23,000	16,000
Commercial Banking (Lending)	202	**23,638**	24,171	-2.2	28,000	24,000	16,645
Investment Banking (Corporate Finance)	68	**29,245**	29,065	0.6	35,000	29,750	23,000
Investment Banking (Mergers & Acquisitions)	8	**28,493**	26,534	*	*	*	*
Investment Banking (Real Estate)	12	**22,428**	25,358	*	*	*	*
Investment Banking (Sales & Trading)	46	**24,270**	23,226	4.5	32,000	24,000	16,800
Financial/Treasury Analysis	544	**27,184**	26,692	1.8	32,000	27,500	20,500
Portfolio Management/Brokerage	65	**24,872**	23,430	6.2	32,000	24,000	18,000
Insurance (Underwriting)	200	**24,681**	24,012	2.8	28,500	24,830	20,000
Insurance (Claims)	179	**23,149**	22,456	3.1	26,280	23,500	18,000
COMMUNICATIONS							
Design/Graphic Arts	54	**21,100**	20,370	3.6	30,800	19,100	13,500
Media Planning	30	**21,065**	19,795	6.4	29,000	20,000	15,000
Reporting	32	**17,540**	16,517	6.2	23,000	15,340	12,000
Production	98	**26,403**	25,338	4.2	35,400	27,500	15,000
Public Relations	86	**20,912**	20,322	2.9	28,900	19,750	15,000
Writing/Editing	63	**20,711**	19,972	3.7	27,600	19,000	15,000
MARKETING							
Advertising	66	**20,815**	21,927	-5.1	28,000	20,000	15,000
Brand/Product Management	181	**24,918**	25,442	-2.1	32,400	23,750	18,000
Buyer/Merchandising	379	**23,542**	23,021	2.3	28,000	23,500	19,000
Distribution	72	**25,157**	26,152	-3.8	33,000	25,000	18,000
Market Research	106	**24,769**	25,128	-1.4	33,000	25,000	18,000
Purchasing	62	**27,736**	24,204	14.6	34,000	27,800	21,000
Sales	1,570	**25,205**	24,719	2.0	32,000	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	46	**21,632**	21,236	1.9	27,000	21,312	15,600
Finance, Taxation, Monetary Policy	115	**23,036**	23,017	0.1	27,000	22,429	19,500
Economic Programs	29	**21,751**	24,373	-10.8	26,000	21,000	18,200
Law Enforcement	81	**23,325**	24,037	-3.0	30,040	21,000	18,000
Military	82	**24,240**	22,375	8.3	29,000	24,000	20,000
National Security	13	**21,877**	24,459	*	*	*	*
Urban/Regional Planning	29	**23,655**	23,546	0.5	31,800	25,000	13,650
ENGINEERING							
Bioengineering	27	**35,064**	33,193	5.6	40,692	37,992	26,000
Design/Construct	1,239	**31,005**	30,096	3.0	37,200	31,200	24,912
Environmental/Sanitation	217	**30,725**	29,334	4.7	37,500	30,600	24,000
Manufacturing/Industrial	1,226	**33,731**	31,948	5.6	37,600	34,000	29,500
Systems/Programming	323	**32,363**	31,078	4.1	36,500	32,700	27,840
Power Systems	304	**33,228**	31,720	4.8	36,660	33,500	28,500
Software Design & Development	301	**32,687**	31,802	2.8	37,000	33,009	27,996
Hardware Design & Development	255	**34,133**	32,303	5.7	38,000	34,196	30,420
Research & Development	406	**34,319**	32,283	6.3	39,000	35,000	27,332
Testing	202	**30,889**	30,205	2.3	36,000	31,889	24,900
Process Engineering	1,259	**37,659**	35,045	7.5	40,440	38,000	35,000
Project Engineering	1,378	**33,960**	32,130	5.7	39,000	34,152	28,000
Other Engineering	1,982	**32,851**	31,333	4.8	38,400	33,500	27,000
HEALTH CARE							
Administrative	36	**23,673**	22,109	7.1	35,000	22,088	15,600
Industrial Hygiene	10	**29,053**	28,826	*	*	*	*
Medical Technology	56	**24,888**	23,950	3.9	32,000	25,000	18,700
Nursing / Personal Care	386	**29,486**	28,200	4.6	35,100	30,000	24,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

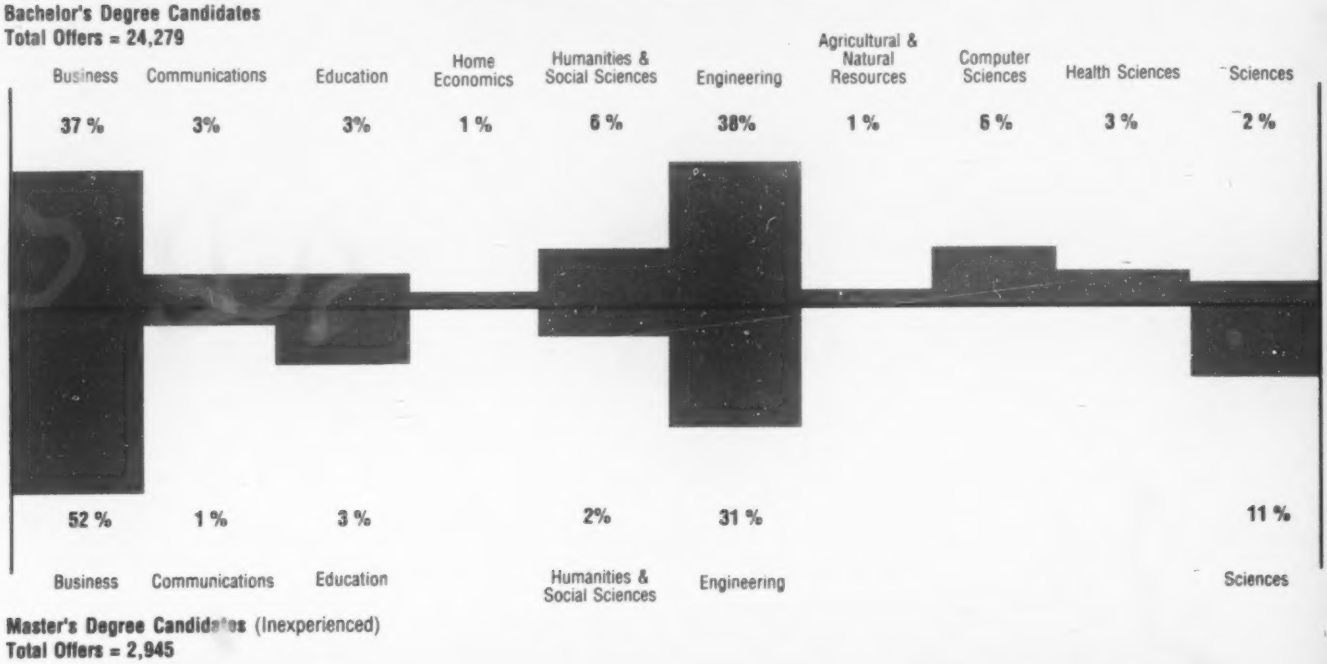
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
Continued . . .							
Occupational Therapy	**39**	**$29,291**	$25,644	14.2%	$35,000	$29,000	$26,000
Pharmacist	**125**	**39,389**	37,466	5.1	45,000	40,000	30,000
Physical Therapy	**35**	**29,990**	29,309	2.3	35,000	31,000	29,000
Respiratory Therapy	**5**	**32,651**	25,030	*	*	*	*
Other Health Related	**137**	**25,753**	21,842	17.9	35,300	25,000	15,000
SOCIAL SERVICES							
Administration	**45**	**20,452**	19,827	3.2	28,000	19,218	15,000
Counseling	**100**	**17,382**	16,658	4.3	22,000	17,000	12,480
Fundraising/Development	**11**	**19,840**	16,930	*	*	*	*
Social Work	**80**	**17,455**	17,313	0.8	21,000	17,400	13,440
COMPUTER SCIENCE							
Computer Programming	**784**	**28,762**	28,589	0.6	34,200	28,996	23,000
Information Systems	**356**	**29,740**	28,262	5.2	35,000	30,000	23,500
Computer Systems Analyst	**488**	**30,442**	29,539	3.1	35,700	30,000	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	**70**	**31,759**	30,222	5.1	35,040	32,000	28,000
Agricultural/Natural Resources	**125**	**21,518**	20,122	6.9	27,500	21,500	15,840
Architecture	**19**	**25,879**	21,993	*	*	*	*
Consulting	**623**	**29,007**	28,679	1.1	34,000	29,000	25,000
Human Resources/Industrial Relations	**131**	**23,531**	23,233	1.3	30,000	23,000	18,000
Management Trainee	**1,961**	**22,726**	22,269	2.1	29,500	22,000	18,000
Mathematician/Statistician	**60**	**24,606**	25,451	-3.3	31,200	24,400	20,195
Paralegal	**48**	**21,251**	20,908	1.6	25,000	20,200	16,500
Research (Nontechnical)	**25**	**22,326**	22,480	-0.7	30,000	21,000	15,000
Research (Technical)	**67**	**27,274**	27,896	-2.2	34,800	27,332	21,000
Teaching	**955**	**20,027**	19,353	3.5	25,000	20,200	14,000
	24,279						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
Business						
Accounting	1,793	**$26,971**	$26,510	1,815	**$26,318**	$26,282
Business Administration (incl. Management Science)	863	**24,547**	23,885	675	**23,344**	23,080
Distribution Management	22	**26,583**	24,419	6	**28,905**	26,295
Economics & Finance (incl. Banking)	1,098	**26,082**	25,234	622	**25,354**	25,088
Hotel/Restaurant Management	70	**21,552**	20,892	79	**20,927**	20,631
Human Resources (incl. Labor Relations)	48	**24,248**	25,170	76	**23,538**	21,639
Management Information Systems	240	**28,538**	27,617	179	**27,833**	27,166
Marketing/Marketing Management (incl. Research)	721	**24,020**	23,906	752	**23,418**	23,141
Real Estate	9	**22,647**	25,543	3	**18,833**	22,211
Communications						
Advertising	30	**22,526**	22,408	59	**20,963**	19,520
Communications	132	**22,573**	21,797	177	**21,314**	20,411
Journalism	37	**19,539**	17,459	110	**19,916**	20,291
Telecommunications/Broadcasting	48	**22,904**	20,859	23	**21,104**	20,025
Education						
Elementary Education	60	**21,546**	20,365	451	**19,158**	18,734
Pre-Elementary Education	+	*	N/A	41	**16,724**	17,507
Physical Education	31	**20,485**	20,389	15	**19,417**	19,088
Special Education	10	**23,035**	21,250	81	**21,351**	20,320
Home Economics						
Human Ecology	4	**22,775**	N/A	28	**20,321**	19,383
Textiles & Clothing	8	**24,438**	22,783	107	**20,679**	20,537
Merchandising Management	2	**19,330**	21,066	47	**21,037**	19,330
Humanities & Social Sciences						
Foreign Languages	24	**23,176**	25,540	45	**20,646**	21,774
Letters	67	**24,126**	23,028	141	**20,897**	20,801
Visual & Performing Arts	48	**20,360**	22,783	57	**19,537**	19,346
Humanities-Other	51	**25,744**	23,311	68	**21,934**	23,104
Criminal Justice	49	**23,605**	21,930	29	**20,040**	18,714
History	69	**23,882**	23,364	47	**22,794**	21,228
Political Science/Government	124	**24,163**	24,327	94	**22,051**	22,603
Psychology	88	**21,956**	21,990	144	**19,677**	20,033
Sociology	38	**21,311**	21,611	56	**19,834**	19,035
Social Sciences-Other	62	**22,920**	23,820	115	**20,541**	19,940
Engineering						
Aerospace & Aeronautical	136	**30,686**	30,446	32	**30,587**	30,883
Agricultural	41	**30,686**	29,786	4	**25,767**	31,618
Architectural	51	**30,694**	28,860	16	**29,444**	29,235
Bioengineering & Biomedical	7	**31,971**	29,154	4	**27,625**	30,822
Chemical	1,075	**37,490**	35,169	580	**37,496**	35,013
Civil	851	**29,557**	28,061	235	**30,026**	28,504

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
Continued . . .						
Computer	189	**$32,080**	$31,527	54	**$32,978**	$31,303
Electrical	1,777	**33,169**	31,732	364	**33,297**	32,009
Environmental Engineering	4	**27,749**	31,030	7	**27,070**	24,960
Industrial	368	**31,797**	30,159	177	**32,825**	31,169
Mechanical	1,998	**33,893**	31,998	433	**34,488**	32,398
Metallurgical	148	**33,305**	32,239	29	**33,359**	32,221
Mining	69	**32,034**	29,777	8	**29,188**	24,000
Nuclear	23	**32,111**	31,849	10	**32,323**	31,167
Petroleum	168	**38,753**	35,087	30	**39,605**	35,844
Textile	+	+	33,938	+	+	32,500
Engineering Technology	309	**30,112**	29,311	45	**30,000**	29,412
Industrial Technology	63	**27,745**	29,584	13	**31,592**	21,500
Agriculture & Natural Resources						
Agribusiness	86	**23,717**	21,326	24	**22,959**	23,928
Animal Sciences	20	**23,862**	20,124	18	**19,617**	18,409
Plant Sciences	16	**22,053**	21,186	8	**20,273**	21,132
Natural Resources	16	**20,465**	18,889	4	**24,851**	19,903
Other Agricultural Sciences	42	**24,105**	24,443	13	**22,365**	24,292
Computer Sciences						
Computer Science	801	**30,558**	29,915	292	**31,074**	29,439
Computer Programming	27	**27,587**	28,139	14	**26,195**	28,417
Information Sciences & Systems	125	**28,888**	28,466	97	**29,642**	28,847
Systems Analysis	10	**29,386**	29,443	7	**24,856**	31,808
Health Sciences						
Allied Health	31	**28,357**	31,826	146	**29,674**	26,937
Health Sciences	7	**23,929**	20,589	43	**21,525**	20,878
Nursing	26	**30,128**	27,915	366	**29,559**	28,303
Pharmacy	57	**39,500**	38,626	67	**39,561**	35,425
Sciences						
Actuarial	22	**32,995**	28,292	14	**28,874**	28,212
Architectural & Environmental Design	20	**27,180**	25,489	9	**23,433**	22,919
Biological	43	**22,944**	22,670	47	**20,978**	20,992
Chemistry	54	**27,918**	27,134	50	**25,667**	28,111
Geological	20	**27,798**	25,123	13	**29,486**	17,098
Mathematics (incl. Statistics)	103	**28,236**	26,942	146	**26,759**	27,112
Physics	43	**29,029**	28,609	7	**30,446**	31,789
Other Physical & Earth Sciences	9	**28,110**	22,036	7	**19,036**	20,051
Polymer Science	2	**35,250**	32,066	1	**32,600**	N/A
Textile Science	+	+	27,057	+	+	26,670
	14,703			9,576		

N/A - No historic data available
* Not computed for fewer than 20 offers.
+ - No offers reported

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1991	September 1991	September 1990	September 1991	September 1991	September 1990
FINANCE						
Accounting (Public)	1,379	$27,475	$26,820	1,318	$27,007	$26,828
Accounting (Private)	457	25,463	25,721	544	24,685	24,836
Commercial Banking (Consumer)	78	23,506	22,301	87	21,424	21,597
Commercial Banking (Lending)	123	23,854	23,984	79	23,301	24,487
Investment Banking (Corporate Finance)	43	29,237	29,467	25	29,257	28,307
Investment Banking (Mergers & Acquisitions)	5	30,800	27,573	3	24,647	25,105
Investment Banking (Real Estate)	4	19,250	25,438	8	24,018	25,301
Investment Banking (Sales & Trading)	27	26,278	24,662	19	21,417	21,216
Financial/Treasury Analysis	336	27,769	26,923	208	26,240	26,305
Portfolio Management/Brokerage	46	25,965	23,790	19	22,224	22,914
Insurance (Underwriting)	128	25,188	24,334	72	23,781	23,540
Insurance (Claims)	86	24,034	22,576	93	22,331	22,334
COMMUNICATIONS						
Design/Graphic Arts	26	22,832	22,868	28	19,492	18,808
Media Planning	10	23,250	19,882	20	19,973	19,713
Reporting	18	18,209	16,834	14	16,680	16,201
Production	63	27,693	25,782	35	24,080	24,295
Public Relations	31	21,347	21,870	55	20,666	19,453
Writing/Editing	16	22,299	22,015	47	20,171	19,081
MARKETING						
Advertising	31	21,816	24,799	35	19,929	19,737
Brand/Product Management	98	26,242	26,235	83	23,354	24,526
Buyer/Merchandising	144	24,762	24,031	235	22,795	22,467
Distribution	47	25,169	26,062	25	25,135	26,294
Market Research	45	25,620	25,677	61	24,141	24,440
Purchasing	27	27,651	24,357	35	27,802	24,072
Sales	1,007	25,557	25,208	563	24,576	23,879
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	16	23,713	21,839	32	20,591	20,550
Finance, Taxation, Monetary Policy	44	23,282	23,161	71	22,884	22,935
Economic Programs	15	20,723	23,445	14	22,852	25,445
Law Enforcement	59	24,332	24,543	22	20,625	22,424
Military	69	24,379	22,488	13	23,503	21,489
National Security	4	23,000	26,011	9	21,378	22,686
Urban/Regional Planning	23	24,555	23,561	6	20,206	23,481
ENGINEERING						
Bioengineering	21	37,677	33,690	6	25,917	29,594
Design/Construct	1,023	31,070	30,094	216	30,702	30,111
Environmental/Sanitation	144	30,375	29,292	73	31,414	29,510
Manufacturing/Industrial	924	33,568	31,838	302	34,228	32,327
Systems/Programming	258	32,578	31,020	65	31,511	31,309
Power Systems	263	33,245	31,732	41	33,120	31,656
Software Design & Development	239	32,796	31,706	62	32,268	32,229
Hardware Design & Development	212	34,021	32,295	43	34,683	32,337
Research & Development	282	33,986	32,088	124	35,076	32,905
Testing	164	31,013	30,210	38	30,355	30,182
Process Engineering	865	37,607	35,076	394	37,773	34,959
Project Engineering	1,106	33,867	31,977	272	34,340	32,804
Other Engineering	1,570	32,817	31,283	412	32,980	31,533
HEALTH CARE						
Administrative	8	24,440	22,625	28	23,454	21,808
Industrial Hygiene	5	32,766	29,067	5	25,340	26,300
Medical Technology	16	27,700	25,834	40	23,763	23,617
Nursing / Personal Care	25	30,301	28,796	361	29,430	28,151

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

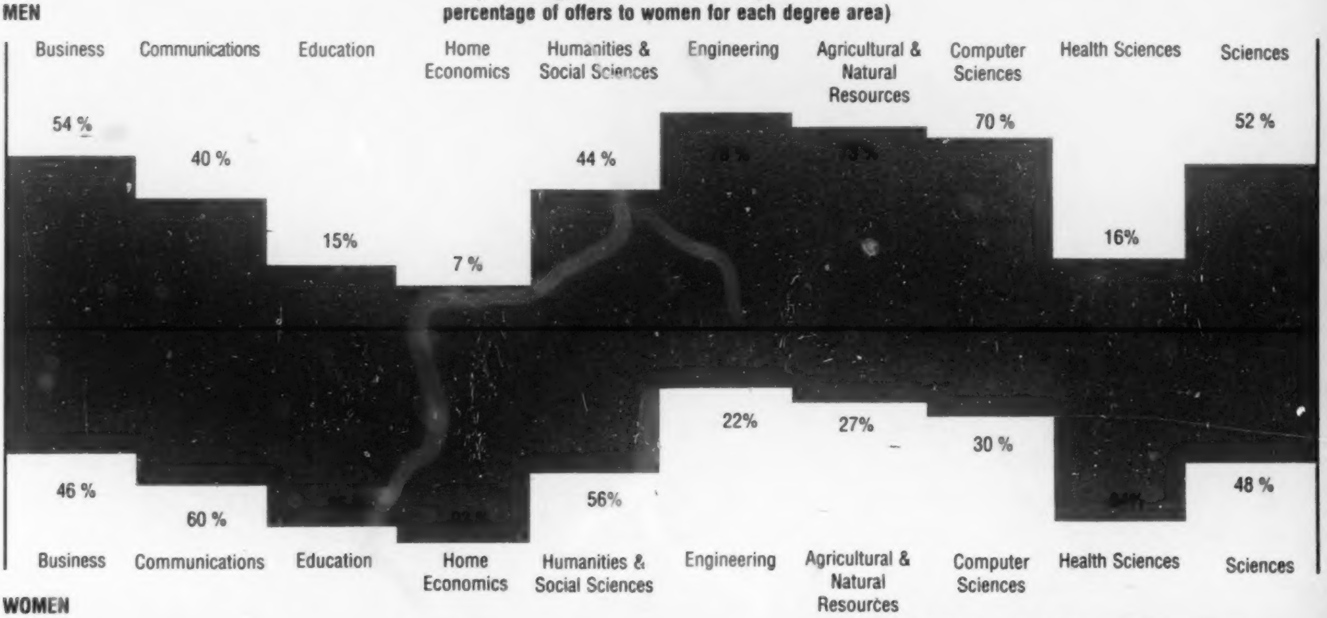
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers September 1991	- MEN - Average $ Offer September 1991	- MEN - Average $ Offer September 1990	- WOMEN - Number of Offers September 1991	- WOMEN - Average $ Offer September 1991	- WOMEN - Average $ Offer September 1990
Continued . . .						
Occupational Therapy	4	**$36,020**	$21,388	35	**$28,522**	$26,354
Pharmacist	57	**39,500**	39,682	68	**39,296**	35,916
Physical Therapy	3	**31,667**	31,250	32	**29,832**	28,921
Respiratory Therapy	1	**34,000**	24,126	4	**32,314**	29,100
Other Health Related	27	**26,460**	20,981	110	**25,579**	22,214
SOCIAL SERVICES						
Administration	13	**21,671**	23,592	32	**19,957**	17,568
Counseling	21	**17,827**	18,942	79	**17,264**	15,794
Fundraising/Development	2	**20,000**	17,375	9	**19,804**	16,556
Social Work	18	**18,186**	16,055	62	**17,243**	17,508
COMPUTER SCIENCE						
Computer Programming	527	**28,698**	28,671	257	**28,894**	28,423
Information Systems	208	**30,022**	28,542	148	**29,345**	27,810
Systems Analysis & Design	315	**30,569**	29,664	173	**30,212**	29,262
OTHER FUNCTIONAL AREAS						
Actuarial	39	**32,885**	30,764	31	**30,342**	29,551
Agricultural/Natural Resources	93	**21,935**	20,275	32	**20,305**	19,322
Architecture	13	**27,485**	22,358	6	**22,400**	20,233
Consulting	399	**29,324**	28,792	224	**28,443**	28,456
Human Resources/Industrial Relations	45	**23,740**	24,220	86	**23,422**	22,662
Management Trainee	997	**23,572**	22,965	964	**21,852**	21,435
Mathematician/Statistician	21	**25,741**	25,382	39	**23,995**	25,551
Paralegal	13	**22,158**	20,323	35	**20,914**	21,116
Research (Nontechnical)	10	**25,149**	23,138	15	**20,444**	21,733
Research (Technical)	38	**28,376**	28,600	29	**25,830**	27,191
Teaching	209	**21,241**	20,409	746	**19,687**	19,025
	14,703			9,576		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$27,282 2552 $30,800 $23,700	$23,233 4		$23,944 78 $28,000 $18,000	$22,361 7	$27,600 12	$24,146 13	$26,400 27 $32,000 $23,000	$30,533 3	$24,300 56 $29,000 $18,000	$19,750 4	$22,889 9	$25,639 69 $29,000 $21,000	$23,900 3	$21,184 45 $25,200 $15,000	$14,000 1		$20,000 1
Business Administration - incl. Management Science	$27,611 65 $32,500 $22,000	$23,500 2		$21,834 118 $27,500 $15,000	$23,233 22 $30,500 $18,000	$25,980 17	$26,860 31 $31,800 $20,000	$27,893 71 $31,500 $25,000	$21,000 3	$22,654 55 $29,500 $15,000	$21,864 27 $28,000 $14,000	$19,830 30 $25,000 $15,000	$24,373 148 $28,000 $20,000	$18,000 1	$21,302 350 $26,000 $18,000	$20,500 5	$29,333 3	$28,372 5
Distribution Management															$22,400 5			
Economics & Finance (incl. Banking)	$28,182 104 $32,000 $25,000	$25,630 4		$24,471 308 $29,000 $19,500	$28,463 74 $35,000 $21,500	$26,466 19	$26,239 28 $29,100 $20,000	$28,957 143 $33,996 $26,000	$23,049 4	$24,259 142 $32,000 $15,900	$24,400 5	$24,189 8	$24,839 164 $30,000 $20,000	$20,900 5	$23,070 133 $28,000 $18,996	$33,020 3	$22,733 3	$20,860 5
Hotel / Restaurant Management											$20,736 28 $24,000 $17,500	$21,114 111 $23,500 $18,000	$19,944 1		$21,450 3			
Human Resources (incl. Labor Relations)				$23,800 5	$18,810 3	$20,000 1	$22,667 3	$23,200 2		$22,333 3	$21,250 2	$20,900 1	$23,262 35 $25,100 $20,000	$21,000 1	$21,085 13	$20,000 2		$19,000 2
Management Information Systems	$29,504 24 $32,000 $28,000			$25,499 7	$24,000 2	$27,518 12	$27,600 48 $31,000 $24,000	$29,690 38 $32,700 $27,000	$28,000 1	$26,746 13	$25,000 2		$27,157 37 $29,358 $25,500		$25,636 28 $30,600 $19,680			$27,300 1
Marketing/Marketing Management (incl. Research)	$24,000 3	$20,100 21 $25,000 $16,000		$22,086 43 $25,000 $19,000	$22,501 8	$24,103 31 $31,000 $19,000	$23,806 35 $28,200 $19,900	$25,032 19	$24,667 3	$22,782 38 $29,500 $16,000	$24,757 14	$20,315 21 $22,000 $18,000	$24,280 88 $28,500 $20,000	$20,000 5	$22,434 482 $28,000 $18,000	$26,214 7	$21,000 6	$23,620 9
Real Estate	$30,000 1			$21,667 3						$21,250 2			$21,500 2		$21,000 2			
Advertising		$19,906 24 $27,500 $14,000		$22,500 1	$21,000 1	$22,229 7				$30,250 2			$23,500 2		$20,747 17			$20,000 4
Communications	$18,000 1	$19,644 10		$21,778 11	$30,000 1	$19,723 22 $25,000 $14,000	$23,344 10	$23,375 4	$20,000 1	$19,300 5	$18,700 10	$19,386 7	$23,092 28 $25,515 $17,500	$42,000 1	$21,625 60 $26,000 $17,000	$21,000 1		$16,387 9
Journalism		$17,140 14		$18,750 4		$19,176 21 $25,000 $14,196	$20,833 6	$26,000 2		$20,000 3		$22,000 1	$25,300 5	$21,840 1	$22,288 17		$15,000 1	$15,197 20 $18,500 $12,000
Telecommunications/ Broadcasting		$20,800 2		$22,000 2		$20,519 18		$16,000 1				$23,000 2	$22,708 8		$20,985 17			$26,500 1
Elementary Education						$22,000 1	$27,500 1						$18,000 1		$11,000 1		$10,700 1	
Pre-Elementary Education								$10,000 1							$24,000 1			
Physical Education											$18,700 1				$19,000 2			
Special Education			$35,000 1															

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology				$22,000 2								$22,000 1	$19,900 2		$19,040 5			
Textiles & Clothing						$13,000 1					$19,200 1		$15,600 1		$20,529 95 $24,000 $16,000	$26,000 1		
Merchandising Management															$21,007 46 $25,000 $17,000			
Foreign Languages		$31,500 1	$22,100 1	$20,000 2	$25,000 1	$28,500 1		$33,000 1		$26,500 2	$30,000 2	$22,100 1	$21,500 7	$15,000 1	$18,775 8	$25,000 1		$30,000 2
Letters		$19,000 4		$22,660 8	$29,000 2	$17,500 4	$23,406 7	$27,411 5		$30,000 4	$23,000 1		$23,300 9	$17,607 7	$21,730 27 $24,100 $18,000	$16,992 1	$19,000 1	$15,730 5
Visual & Performing Arts		$22,300 5	$17,000 1	$32,000 1		$22,833 3	$20,000 1				$13,500 4				$16,214 7		$20,000 1	$17,633 6
Humanities-Other		$19,370 4		$25,000 2	$40,000 1	$18,500 2		$23,400 3	$25,000 1	$20,000 1	$20,000 2		$23,766 15	$19,000 2	$23,329 24 $25,000 $20,000		$25,000 1	$24,000 1
Criminal Justice						$23,000 1							$22,000 3	$20,071 7	$19,842 6		$22,341 5	
History	$26,000 1	$23,000 1		$23,611 9	$31,084 6	$21,000 2	$17,187 3	$27,375 8		$29,857 7		$30,000 1	$24,093 7	$21,740 5	$19,205 29 $24,000 $14,000			$20,867 3
Political Science / Government		$27,000 1		$23,125 8	$25,829 7	$13,500 2	$25,801 3	$26,020 10		$25,180 8	$16,130 4	$20,203 3	$24,254 15	$22,382 12	$22,600 44 $27,500 $19,000	$23,167 3	$22,000 1	$25,050 5
Psychology	$20,000 1	$19,200 1		$24,555 4	$32,000 1	$20,997 4	$36,333 3	$24,106 3	$26,000 2	$23,125 4	$19,010 5	$18,667 3	$22,174 14	$19,500 1	$21,856 44 $26,200 $18,000	$12,000 1	$21,000 1	
Sociology				$18,500 2	$30,500 1	$18,000 1	$19,000 1	$23,500 2		$24,000 2		$22,625 4	$22,100 4	$15,000 1	$21,004 14	$21,667 3	$23,000 1	
Social Sciences-Other	$30,167 3	$24,000 1	$25,000 1	$16,200 1	$30,227 11	$16,000 2	$24,500 2	$27,038 8	$14,560 1	$26,500 2	$20,000 2		$26,500 4	$20,914 7	$21,779 21 $26,500 $18,000			$18,233 3
Aerospace & Aeronautical Engineering	$34,000 1							$31,214 7	$29,484 3									
Agricultural Engineering								$32,240 5	$28,480 3						$30,375 4			
Architectural Engineering			$24,333 3					$29,657 13	$28,772 5				$25,500 1					
Bioengineering & Biomedical Engineering										$35,000 1					$28,500 1			
Chemical Engineering						$30,400 1		$35,091 36 $38,500 $32,000	$35,028 23 $38,400 $33,000				$34,764 2					
Civil Engineering	$27,000 1		$32,250 4			$28,000 1	$31,200 1	$29,374 165 $33,000 $26,004	$30,003 151 $33,984 $27,000									
Computer Engineering	$29,500 1					$35,522 9	$31,050 32 $36,000 $26,000	$29,753 19	$29,967 3				$24,000 1	$28,000 1	$27,125 4	$50,000 1		

Curriculum - Continued . . .	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,133 6		$31,500 2		$30,250 4	$34,451 55 $39,200 $31,000	$33,003 54 $38,000 $28,000	$31,808 115 $35,900 $28,080	$31,764 42 $36,000 $25,000	$40,000 3			$31,500 1		$30,873 3		$26,500 1	
Environmental Engineering									$26,000 1									
Industrial Engineering	$30,750 4		$34,000 1			$32,073 10	$33,192 6	$30,781 57 $33,000 $28,000	$29,075 4	$28,310 4			$25,667 6		$31,050 4			
Mechanical Engineering	$31,000 1		$31,675 4			$25,500 2	$33,113 13	$32,376 98 $35,904 $29,000	$33,789 59 $37,500 $30,000			$37,500 1	$26,000 1		$31,100 5	$30,000 2		
Metallurgical Engineering							$36,000 1	$31,200 2	$33,500 2									
Mining Engineering								$30,332 16	$28,780 10									
Nuclear Engineering						$33,000 1		$32,000 3										
Petroleum Engineering									$35,900 4									
Textile Engineering																		
Engineering Technology	$32,000 1	$15,000 1	$26,800 6			$31,500 2	$25,463 7	$31,333 6	$30,886 18				$31,143 7		$27,500 3			$28,000 1
Industrial Technology								$30,000 2		$33,000 1			$27,000 1		$20,306 5			
Agribusiness	$25,750 2			$20,150 6			$33,000 1	$21,950 4	$21,000 1	$22,500 1	$21,333 3		$30,000 1		$22,513 8			
Animal Sciences				$30,000 1				$22,750 2			$48,000 1				$21,833 3			
Plant Sciences								$20,000 2	$22,500 1						$14,040 2			
Natural Resources								$24,520 4	$20,000 1						$20,000 1			
Other Agricultural Sciences											$25,000 1	$25,000 1			$24,700 3			
Computer Science	$30,399 16		$20,000 1	$26,808 13	$36,667 3	$32,069 43 $36,000 $29,800	$29,379 186 $36,000 $22,000	$30,523 83 $34,000 $27,000	$27,200 10	$28,500 21 $31,000 $26,500		$23,750 2	$27,716 42 $29,358 $25,000		$26,833 21 $29,300 $24,500		$22,500 1	$28,100 5
Computer Programming					$25,700 1		$28,056 9	$31,500 2					$26,540 11		$27,167 3			
Information Sciences & Systems	$29,714 14			$30,000 3	$28,750 2	$28,976 10	$27,157 28 $31,000 $22,000	$30,948 32 $33,500 $29,000	$28,000 1	$23,167 6			$27,396 15		$25,100 5			
Systems Analysis							$28,067 3	$30,667 3					$24,900 1					

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
	SERVICE EMPLOYERS																	
Allied Health																		
Health Sciences										$30,000 2								
Nursing																		
Pharmacy															$39,905 60 $44,000 $29,000			
Actuarial	$30,000 2						$24,000 1	$34,643 7		$32,000 1			$31,069 24 $35,000 $27,000					
Architectural & Environmental Design	$26,500 1		$27,450 10					$28,600 1	$28,000 1		$25,000 1				$23,500 2			
Biological				$21,000 1			$22,000 1	$23,933 3	$20,400 4	$33,000 1	$38,000 1				$21,333 6			
Chemistry								$23,167 3	$25,000 3				$31,500 1	$22,000 1				$15,600 1
Geological								$22,200 4	$28,885 13									
Mathematics (incl. Statistics)	$30,500 4			$26,240 5	$34,500 2	$30,950 2	$31,832 20 $38,000 $26,000	$29,271 28 $34,000 $25,000	$27,394 7	$28,391 7		$25,000 1	$30,459 47 $35,040 $22,000		$22,692 5			
Physics							$31,505 4	$25,0[illegible]7 3	$20,000 1		$22,000 1							
Other Physical & Earth Sciences							$29,500 2		$21,000 1									
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$27,341 2755 $31,000 $24,000	$20,236 90 $27,500 $14,000	$24,775 4	$23,539 619 $28,000 $18,000	$27,006 148 $34,000 $18,000	$22,825 184 $31,000 $14,400	$25,574 195 $30,400 $20,000	$27,930 349 $33,500 $23,000	$24,229 19	$24,834 349 $31,200 $16,000	$21,303 114 $27,000 $14,820	$21,076 203 $25,000 $18,000	$24,472 667 $29,358 $20,000	$20,910 60 $25,000 $16,500	$21,858 1554 $27,500 $17,500	$23,260 29 $28,000 $15,000	$21,984 25 $28,000 $19,000	$19,678 82 $26,700 $13,200
Technical Curricula	$30,216 54 $33,000 $27,000	$15,000 1	$28,678 31 $35,900 $21,000	$25,573 29 $30,000 $18,000	$31,833 12	$33,220 136 $38,000 $29,000	$30,117 360 $36,580 $22,500	$30,712 725 $35,100 $27,000	$30,719 372 $36,000 $25,000	$28,856 48 $34,299 $24,000	$27,750 8	$27,000 5	$29,050 162 $35,000 $24,000	$25,000 2	$31,795 156 $42,500 $21,500	$36,667 3	$24,500 2	$26,300 7

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying / Environmental	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$32,846 66 $38,000 $28,000	$33,180 10		$35,456 53 $48,000 $23,000	$41,485 21 $52,500 $34,000	$33,344 9	$33,886 28 $38,400 $28,800	$35,754 48 $43,000 $30,000		$35,556 18	$36,000 3	$25,917 6	$33,281 18	$30,750 2	$32,808 12			
MBA - Technical Undergraduate Degree	$36,000 5		$20,120 1	$44,500 4	$56,014 7	$30,738 8	$35,583 6	$32,844 9	$33,825 4	$34,267 3	$35,000 1	$31,675 1	$33,275 4					

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$24,269 13		$23,941 18	$26,101 37 $29,232 $23,000	$18,845 10	$22,085 60 $24,600 $20,195	$23,046 71 $26,880 $18,872	$23,517 14	$23,819 17	$22,000 3			$24,750 2	$26,869 17	$23,440 5	$24,640 17	$22,250 11	$27,560 37 $30,500 $23,000
Business Administration - incl. Management Science	$21,380 4	$24,298 9	$21,843 22 $26,000 $16,300	$28,643 9	$22,631 20 $29,000 $15,000	$21,939 58 $25,000 $20,000	$22,280 14	$20,111 11	$26,162 13	$24,375 3	$19,600 1	$15,236 1	$20,933 3	$25,336 16	$23,820 5	$29,000 26 $34,200 $23,000	$19,532 13	$27,788 46 $33,000 $20,800
Distribution Management			$22,900 2			$21,515 3										$28,267 3		$31,000 2
Economics & Finance (incl. Banking)	$23,755 8	$21,400 4	$22,650 19	$26,384 23 $30,000 $22,000	$21,000 3	$22,503 61 $25,000 $21,000	$22,502 10	$29,720 2	$26,154 14	$20,333 3		$25,000 3	$27,000 2	$26,488 10	$25,833 6	$28,644 32 $31,800 $24,000	$24,075 8	$29,701 31 $32,800 $28,000
Hotel / Restaurant Management																		$32,000 1
Human Resources (incl. Labor Relations)			$28,100 2	$26,067 3	$22,000 5	$21,713 5	$22,750 2					$22,000 1	$29,000 1	$25,000 1		$24,500 2	$27,000 2	$29,820 2
Management Information Systems	$27,000 1	$22,956 2	$25,355 10	$30,107 24 $31,400 $28,000	$28,960 1	$17,653 2	$25,250 2	$24,100 3	$25,000 1					$26,435 8	$30,500 2	$29,250 4	$29,333 3	$29,926 10
Marketing / Marketing Management (incl. Research)	$20,319 4	$22,500 2	$20,003 23 $25,200 $17,000	$22,998 11	$19,560 5	$22,421 10	$21,853 6		$26,625 16	$35,000 1			$17,250 2	$24,640 3	$26,625 4	$27,099 25 $30,000 $22,200	$21,663 16	$27,712 50 $32,000 $23,000
Real Estate	$17,000 1						$20,820 1											
Advertising	$20,750 4		$18,500 1		$25,450 2	$23,560 1					$16,000 1						$22,050 2	$27,000 3
Communications	$10,900 1		$22,546 8	$22,668 8	$19,571 7	$23,838 9	$21,510 4	$21,375 4	$23,547 3	$19,500 3		$14,600 3	$19,215 3	$22,000 1	$17,550 2	$26,386 7	$23,590 5	$27,500 8
Journalism	$22,000 1	$12,000 1			$18,257 7	$20,769 3	$15,200 3			$21,450 4	$19,200 1			$19,000 1	$13,000 1	$27,000 2		$26,[illegible] 3
Telecommunications / Broadcasting					$19,000 2	$21,037 1			$28,000 1	$15,000 1						$30,000 2	$18,000 1	$29,300 4
Elementary Education		$30,000 1			$19,701 467 $25,400 $13,000	$21,000 1	$12,000 1		$10,560 1	$16,384 29 $19,100 $13,923		$12,900 3				$16,000 1		
Pre-Elementary Education					$17,718 27 $23,900 $10,000					$16,700 4		$12,246 6	$15,000 1					
Physical Education					$20,445 37 $24,000 $15,000	$16,305 1		$13,440 1	$20,000 2	$14,400 1								
Special Education					$21,521 85 $25,000 $18,000				$17,500 1			$19,500 4						

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology				$26,500 1	$19,725 4	$21,000 1	$15,000 1	$23,478 5	$21,170 3			$15,325 4	$32,500 1					
Textiles & Clothing		$24,000 1																
Merchandising Management			$22,000 1			$23,284 2												
Foreign Languages				$23,000 1	$20,368 25 $25,000 $17,000	$17,617 4	$17,000 1	$17,800 2										
Letters	$17,500 2	$18,000 1	$22,250 2	$22,675 4	$21,233 50 $26,500 $17,640	$22,255 11	$19,933 6		$15,133 3	$12,000 1		$17,500 2	$21,000 1			$29,500 2	$20,800 1	$24,500 5
Visual & Performing Arts				$17,500 3	$20,427 50 $25,200 $15,600	$23,284 1	$15,500 2	$18,600 1	$18,720 1	$20,950 2	$16,400 1	$23,600 2		$23,000 1		$43,000 1	$30,000 1	
Humanities-Other					$19,663 13	$25,044 3	$28,656 5	$19,550 4	$15,800 3	$17,400 2		$22,000 1	$14,500 2		$10,000 1	$42,760 5	$29,000 1	$26,500 2
Criminal Justice					$20,971 3	$21,940 10	$24,455 34 $37,000 $18,888	$22,000 1				$15,467 6						
History			$20,000 1		$21,796 16	$22,149 7	$27,733 3					$18,250 2					$16,800 1	$30,000 1
Political Science / Government			$22,650 2		$23,388 8	$22,325 23 $26,000 $18,000	$22,020 21 $25,000 $16,500			$17,200 3		$20,000 3	$28,000 1					$24,675 4
Psychology		$19,000 2		$28,000 1	$19,471 25 $24,000 $14,000	$21,304 7	$17,654 7	$19,848 10	$16,353 19	$15,765 4		$16,878 38 $22,000 $12,000	$14,350 2			$33,500 2	$25,200 1	$33,265 3
Sociology			$21,150 2		$22,753 5	$25,383 3	$23,380 9	$15,260 2	$16,056 10	$18,000 1		$16,822 11	$16,500 2					$25,000 1
Social Sciences-Other	$15,000 1		$17,840 3	$29,300 2	$19,927 18	$20,666 9	$18,237 17		$17,691 11	$17,780 3		$18,070 26 $21,000 $14,500	$23,500 6			$20,000 2		
Aerospace & Aeronautical Engineering		$32,000 2	$33,000 1		$27,500 2	$26,929 31 $29,000 $26,000								$31,163 81 $34,000 $29,000		$31,310 3		$35,520 1
Agricultural Engineering			$21,000 1			$22,500 2	$32,167 3								$22,867 3	$33,317 6		
Architectural Engineering			$28,000 1	$32,533 3		$25,511 3	$29,133 7										$30,941 16	
Bioengineering & Biomedical Engineering				$34,100 2					$17,000 1									
Chemical Engineering		$36,917 9	$24,812 1	$34,560 9	$27,000 2	$26,426 20 $35,528 $21,600	$28,628 6							$34,103 6	$35,947 15	$35,205 12	$36,880 5	$37,356 581 $39,402 $35,640
Civil Engineering		$32,200 7	$27,585 93 $31,800 $24,072	$32,930 31 $34,992 $29,500		$26,260 63 $28,000 $22,067	$27,915 263 $33,000 $24,144			$23,000 1				$28,807 5	$37,000 1	$30,568 5	$28,860 81 $31,800 $26,000	$33,337 18
Computer Engineering		$32,201 5	$36,000 1	$35,430 5	$26,400 1	$28,079 10	$26,750 2		$30,000 1					$31,530 8		$29,000 2		$33,772 8

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$34,597 25 $39,200 $32,040	$32,609 6	$33,209 211 $36,000 $31,050	$30,516 5	$27,351 176 $32,530 $22,008	$30,644 10	$45,000 1					$30,250 2	$32,882 120 $35,500 $30,000	$38,745 4	$33,814 117 $35,800 $32,000	$32,108 25 $36,000 $29,700	$36,476 71 $38,400 $34,000
Environmental Engineering			$25,146 4			$35,000 1	$23,500 1											
Industrial Engineering			$31,124 8	$33,469 18		$27,434 25 $33,430 $22,033	$23,890 2	$30,207 3						$30,642 12	$32,568 4	$32,803 57 $34,800 $30,996	$30,964 11	$34,739 48 $38,400 $32,000
Mechanical Engineering		$33,633 15	$33,100 4	$33,192 135 $35,500 $30,000	$23,000 2	$27,135 98 $33,000 $22,061	$29,386 9	$40,000 1	$35,000 1					$30,914 163 $34,000 $28,500	$35,063 17	$33,813 281 $35,900 $31,000	$32,017 40 $36,000 $25,000	$36,230 228 $38,500 $33,600
Metallurgical Engineering		$37,550 2		$50,400 1		$27,406 2	$26,000 1							$31,500 1	$32,700 2	$33,020 12	$33,202 7	$30,925 4
Mining Engineering			$26,000 1	$33,800 1		$33,000 1	$26,000 2									$26,400 1		
Nuclear Engineering		$34,720 3		$33,126 7		$28,752 10	$33,500 1									$33,320 1		
Petroleum Engineering				$40,000 1														$41,000 2
Textile Engineering																		
Engineering Technology		$28,750 2	$31,400 5	$29,950 12	$25,087 3	$25,941 7	$27,725 4	$19,500 1	$31,000 1		$27,000 1			$29,599 44 $33,600 $26,500	$28,000 3	$35,124 27 $46,000 $27,000	$30,676 46 $33,800 $26,000	$36,555 4
Industrial Technology					$24,900 1	$21,000 1								$29,954 24 $31,992 $28,992		$27,157 12	$27,367 3	
Agribusiness		$26,000 1			$20,065 3	$23,000 1	$20,920 2		$21,000 1	$22,000 1					$23,530 57 $28,000 $18,000			$26,900 5
Animal Sciences					$16,167 3	$22,200 1				$25,000 1			$15,200 1		$20,010 20 $25,200 $15,000		$21,840 1	$28,000 1
Plant Sciences					$37,250 2	$16,793 1	$20,507 2			$19,000 1					$20,357 7			
Natural Resources		$21,000 1				$16,300 1	$20,675 5								$19,000 1			$26,004 1
Other Agricultural Sciences	$12,000 1				$24,800 1	$15,466 2	$23,983 3		$30,000 1						$23,563 10			
Computer Science		$31,315 13	$31,543 8	$31,690 33 $39,200 $26,000	$23,486 8	$25,446 37 $30,002 $21,000	$25,058 12	$32,000 5	$26,533 6	$26,000 1		$31,750 2		$30,762 40 $35,000 $26,500	$34,000 1	$31,440 10	$28,000 1	$33,091 28 $36,960 $31,000
Computer Programming	$26,000 1		$29,200 2		$20,500 2					$20,230 1							$27,500 1	$29,500 1
Information Sciences & Systems			$28,843 7	$29,500 1	$23,400 2	$20,609 2		$31,000 1	$28,250 8					$26,000 3		$28,800 4		$32,871 16
Systems Analysis						$19,598 2	$18,600 1		$22,000 1									

Curriculum - Continued . . .	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$21,897 6	$26,000 1	$14,594 2	$29,573 133 $34,100 $24,000	$31,519 34 $40,000 $21,500	$20,000 1								
Health Sciences					$23,844 2		$20,250 2	$22,342 24 $28,000 $16,000	$20,874 14			$25,000 1	$17,000 3					
Nursing		$26,000 1			$28,050 2	$26,214 7	$22,175 1	$29,725 365 $35,700 $24,000	$29,810 13						$25,000 1			$22,000 1
Pharmacy								$36,054 32 $40,000 $31,000	$44,173 6									$43,280 15
Actuarial						$25,950 1												
Architectural & Environmental Design			$27,300 1		$23,933 3	$24,000 1										$26,500 1	$25,375 4	
Biological		$21,714 7			$19,278 17	$20,813 3	$19,950 7	$16,651 9	$17,180 5			$13,500 1			$26,000 1			$29,821 14
Chemistry		$23,880 2	$33,000 1	$26,520 4	$16,621 9	$25,630 6	$25,250 2	$18,350 2	$22,000 1							$25,500 2	$25,500 1	$29,380 50 $34,500 $23,500
Geological		$26,800 2				$22,813 4	$24,000 1											$34,020 1
Mathematics (incl. Statistics)		$28,900 2	$25,600 2	$34,000 3	$20,527 43 $24,852 $16,363	$22,654 23 $24,528 $20,195	$24,867 4	$22,000 1					$29,000 1	$28,667 3		$28,800 3	$23,500 1	$33,640 5
Physics		$28,250 2		$28,000 1	$26,384 4	$24,399 8								$33,716 5			$28,500 1	$29,700 2
Other Physical & Earth Sciences		$34,000 1			$19,028 7		$22,000 2									$30,000 1		
Polymer Science																		$37,500 1
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$22,856 40 $29,000 $16,000	$22,487 23 $28,000 $17,500	$22,275 116 $28,000 $17,000	$26,337 127 $30,500 $21,000	$20,161 805 $25,384 $14,000	$22,101 305 $25,717 $18,000	$22,331 220 $28,140 $16,000	$21,365 60 $28,600 $15,500	$21,505 119 $29,000 $14,980	$18,021 68 $23,500 $13,687	$17,800 4	$17,195 116 $22,000 $12,480	$21,229 29 $28,000 $14,500	$25,887 58 $29,000 $23,000	$23,727 26 $30,000 $13,500	$28,235 133 $34,000 $21,000	$22,452 66 $28,800 $18,000	$28,889 222 $32,800 $22,000
Technical Curricula	$19,000 2	$32,067 102 $38,000 $25,000	$28,529 147 $34,000 $24,144	$33,039 478 $36,000 $29,400	$21,713 130 $28,000 $16,000	$26,509 551 $32,000 $21,201	$27,327 357 $33,000 $22,900	$29,528 578 $37,000 $23,000	$28,676 94 $40,000 $18,000	$22,177 7	$27,000 1	$25,500 4	$22,814 7	$31,250 515 $34,700 $28,250	$26,327 156 $35,500 $18,000	$33,326 557 $36,000 $30,000	$30,430 246 $35,400 $25,500	$36,172 1106 $39,000 $32,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$35,313 8	$34,500 2	$35,864 11	$31,944 10	$27,467 3	$26,875 12	$23,256 5	$29,317 7	$34,800 5	$14,400 1	$20,000 1		$42,000 1	$32,750 2	$31,500 2	$36,083 24 $43,000 $31,000	$32,000 3	$41,346 32 $51,000 $34,000
MBA - Technical Undergraduate Degree	$40,000 1		$31,000 2	$39,956 4	$33,000 1	$33,430 1	$32,075 4		$46,000 1					$39,250 2		$41,250 4	$35,700 2	$38,744 16

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$31,217 28 $35,000 $26,664	$26,435 49 $30,000 $21,600	$26,658 28 $29,500 $23,400	$28,938 8	$23,629 9	$24,500 6	$26,500 4	$26,690 20 $30,000 $24,000	$27,659 168 $30,000 $26,000	$22,200 1	$29,400 1	$26,350 6	$16,000 3	$22,500 4	$27,020 10	$22,866 38 $28,800 $16,500
Business Administration - incl. Management Science	$28,168 36 $34,000 $21,000	$27,535 30 $30,504 $22,000	$27,728 58 $32,000 $24,000	$28,175 8	$23,000 13	$22,000 1	$28,233 6	$26,808 12	$29,118 37 $34,800 $24,000	$23,571 7	$22,000 1	$28,209 8	$21,500 2	$23,569 18	$25,973 10	$23,641 46 $30,000 $16,000
Distribution Management		$29,250 2	$28,240 5	$30,000 1					$33,227 4							$24,700 1
Economics & Finance (incl. Banking)	$27,885 37 $31,000 $24,000	$26,956 49 $30,000 $24,000	$27,240 26 $33,000 $21,500	$27,816 16	$26,300 6	$26,500 2	$25,480 5	$27,981 16	$28,580 89 $31,964 $26,400	$21,600 5		$29,591 11	$23,550 2	$25,067 12	$27,844 28 $31,500 $24,000	$23,297 33 $28,000 $18,000
Hotel / Restaurant Management			$23,325 4													$28,000 1
Human Resources (incl. Labor Relations)	$27,220 5	$28,667 3	$30,000 3	$24,500 1			$23,000 1	$29,167 3	$26,625 4				$18,750 1	$26,002 2	$27,000 1	$30,000 1
Management Information Systems	$28,420 18	$30,244 16	$26,883 11	$33,000 1	$28,875 4	$27,600 1	$29,200 3	$28,800 3	$29,864 58 $33,600 $25,968			$32,400 6	$30,000 1	$27,750 2	$29,333 3	$24,240 5
Marketing / Marketing Management (incl. Research)	$25,428 56 $30,000 $18,000	$24,812 25 $28,000 $22,000	$25,331 109 $29,000 $20,800	$25,081 39 $28,200 $21,000	$22,500 3		$27,429 7	$25,485 13	$27,259 47 $29,580 $24,000	$25,222 27 $27,400 $23,000	$30,000 1	$26,136 11	$32,450 4	$23,842 19	$23,542 17	$22,706 75 $28,000 $18,000
Real Estate																
Advertising	$20,000 1		$23,400 2	$25,000 1	$25,000 1		$18,500 1			$26,000 1					$17,000 2	$18,900 8
Communications	$27,576 5	$19,500 2	$26,340 10	$23,250 2					$29,600 1			$24,000 1	$20,000 1	$24,000 1	$25,500 3	$20,659 17
Journalism	$25,200 1	$27,750 2	$23,525 4		$20,000 1				$29,380 1					$27,000 3	$18,547 3	$19,148 10
Telecommunications / Broadcasting	$26,000 1		$25,875 4									$12,000 1		$28,400 3		$23,000 1
Elementary Education				$30,000 1											$18,000 1	
Pre-Elementary Education																$18,000 1
Physical Education														$29,000 1		
Special Education																

	MANUFACTURING EMPLOYERS															
Curriculum - Continued . . .	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology												$21,000 1				$17,500 1
Textiles & Clothing	$26,000 1	$27,000 1												$23,620 13		
Merchandising Management														$13,500 1		
Foreign Languages	$26,500 1		$25,000 1													$20,667 3
Letters	$21,333 6	$25,750 2	$27,300 7									$29,000 1		$25,000 4	$26,000 2	$21,530 10
Visual & Performing Arts	$19,600 1									$19,000 3				$17,500 1	$22,000 1	$16,092 4
Humanities-Other	$22,000 1	$28,500 1	$28,833 3	$18,750 2	$45,000 1		$24,250 2							$24,250 2		$23,600 6
Criminal Justice	$21,000 1							$22,000 1								
History	$30,000 2		$27,000 2	$18,500 2				$22,000 1								$24,900 5
Political Science / Government	$28,633 3	$25,250 4	$24,760 5	$26,000 2				$28,667 3	$22,000 1	$26,500 2			$20,000 1		$28,000 4	$21,000 2
Psychology	$18,000 2		$29,248 4					$17,160 1	$24,504 1	$17,202 3				$25,250 2	$25,083 4	$23,000 2
Sociology			$18,500 2	$28,000 1				$29,000 2		$22,000 1		$18,000 1			$23,000 1	$18,000 4
Social Sciences-Other	$25,500 1	$30,000 1	$29,750 2	$20,533 3		$12,584 1								$27,996 2		
Aerospace & Aeronautical Engineering	$31,300 4	$33,633 8		$37,500 2	$23,040 1			$36,500 1	$33,723 11						$34,020 4	$26,907 5
Agricultural Engineering			$33,360 5						$32,047 3						$33,200 3	$28,586 7
Architectural Engineering									$34,609 12							$29,500 1
Bioengineering & Biomedical Engineering		$32,000 1										$30,720 5				
Chemical Engineering	$36,166 13	$37,313 30 $39,600 $34,200	$36,901 58 $39,000 $35,000	$37,847 19	$35,000 9	$33,350 2	$37,185 19	$37,465 40 $39,000 $36,000	$38,751 636 $40,800 $36,000	$37,775 4	$37,310 4	$37,475 4	$36,950 2	$38,136 7	$37,260 56 $39,500 $35,000	$35,640 31 $38,600 $31,000
Civil Engineering	$30,000 1	$32,736 11	$34,200 2	$26,500 1	$29,866 13	$31,929 11	$35,500 1	$29,561 6	$35,573 111 $38,040 $32,500			$28,000 1	$30,325 4		$31,960 5	$29,211 28 $31,200 $27,000
Computer Engineering	$32,811 50 $37,000 $27,000	$34,153 48 $36,200 $32,000	$34,200 1		$32,700 1			$31,800 1	$35,216 16					$32,244 1	$34,130 3	$30,329 14

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$33,632 211 $36,000 $30,300	$33,392 420 $36,600 $30,000	$33,813 20 $37,500 $32,700	$36,475 10	$34,303 61 $36,120 $32,400	$36,133 10	$34,430 4	$36,126 43 $38,400 $34,000	$36,118 161 $39,000 $32,460	$32,400 1	$33,975 4	$33,397 15	$34,375 4	$35,253 6	$34,203 58 $38,000 $30,000	$32,104 54 $35,760 $28,000
Environmental Engineering		$26,400 1				$28,000 1				$33,000 1						$28,000 1
Industrial Engineering	$33,271 17	$32,671 55 $34,800 $31,000	$34,186 25 $35,000 $33,000	$33,588 12	$33,103 37 $34,500 $31,860	$35,400 1	$31,490 6	$32,986 16	$34,325 15	$33,000 3		$32,699 3	$32,700 3	$30,379 10	$32,381 31 $35,500 $30,000	$29,633 27 $33,200 $25,500
Mechanical Engineering	$33,874 25 $36,000 $32,400	$33,520 222 $36,180 $30,360	$34,916 37 $37,500 $32,400	$35,569 27 $37,500 $32,800	$32,371 85 $34,620 $28,500	$29,947 3	$32,606 16	$35,308 56 $38,000 $32,760	$36,808 550 $39,500 $33,000	$36,060 4	$33,000 3	$32,919 31 $36,000 $29,000	$33,583 12	$33,326 14	$35,091 86 $37,500 $32,800	$31,328 80 $35,900 $27,000
Metallurgical Engineering	$34,480 3	$33,260 5			$33,386 102 $35,520 $32,400	$33,310 10		$34,800 2	$36,750 4			$32,000 1	$31,663 8		$34,320 1	$30,000 4
Mining Engineering					$31,500 2	$33,265 36 $36,000 $30,000			$35,167 6					$28,000 1		
Nuclear Engineering	$32,700 1	$34,260 5			$36,000 1											
Petroleum Engineering									$38,024 190 $42,500 $33,000						$37,500 1	
Textile Engineering																
Engineering Technology	$31,565 16	$29,821 34 $35,000 $24,000	$26,500 3	$27,700 2	$30,084 15			$27,516 10	$33,176 20 $37,240 $29,800	$24,353 3		$28,833 3	$25,000 1	$31,512 1	$32,146 5	$27,414 29 $33,500 $22,000
Industrial Technology		$30,900 3	$30,433 6	$34,964 6	$27,400 2						$21,000 2	$31,833 3				$21,625 4
Agribusiness			$27,900 5		$24,750 2				$32,000 1						$20,000 1	$22,867 3
Animal Sciences			$31,000 2													$14,400 1
Plant Sciences			$26,000 1					$20,000 1								$21,160 4
Natural Resources								$21,900 2								$19,760 3
Other Agricultural Sciences			$24,885 17				$35,000 1								$21,000 1	$20,625 4
Computer Science	$31,863 158 $35,200 $27,000	$33,321 86 $36,000 $30,000	$30,821 14	$33,400 2	$29,878 12		$31,850 2	$31,620 5	$33,805 106 $36,336 $30,300	$30,333 3	$30,000 1	$32,929 7		$28,325 2	$32,585 20 $36,200 $28,000	$27,583 23 $32,000 $20,000
Computer Programming	$33,920 2	$31,200 1						$23,500 1						$21,375 2	$29,000 1	
Information Sciences & Systems	$30,761 20 $33,600 $28,000	$29,000 5						$30,000 2	$30,308 23 $32,400 $27,020						$33,200 6	$27,667 6
Systems Analysis	$30,000 1	$30,850 2			$31,000 1				$31,249 1							$33,000 1

Curriculum - Continued . . .	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences			$19,000 1													$23,040 1
Nursing																$30,000 1
Pharmacy																$40,200 3
Actuarial																
Architectural & Environmental Design									$28,800 1							$22,500 2
Biological	$24,000 1	$23,400 1	$20,400 1				$21,702 1					$22,500 2			$22,000 1	$23,004 2
Chemistry	$33,000 1	$20,020 1	$33,800 2	$34,000 1			$24,000 1		$32,250 2				$31,600 2		$31,500 2	$20,967 3
Geological						$32,500 1			$34,220 7							
Mathematics (incl. Statistics)	$28,798 10	$31,420 5	$27,500 1		$28,500 2		$30,000 1		$31,967 6	$20,000 1			$30,000 1	$22,724 1	$32,000 1	$32,200 1
Physics	$33,120 2	$26,750 2							$35,200 4				$32,800 4		$33,825 4	$24,050 2
Other Physical & Earth Sciences		$35,040 1								$30,000 1						
Polymer Science													$33,000 1			$32,600 1
Textile Science																

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$27,300 207 $33,000 $20,000	$26,864 187 $30,000 $22,000	$26,282 290 $31,000 $20,800	$25,968 88 $32,000 $19,200	$25,217 38 $29,000 $19,000	$23,835 11	$26,634 29 $29,500 $22,500	$26,847 75 $30,000 $22,000	$28,287 411 $31,800 $25,992	$23,716 50 $27,400 $17,000	$27,133 3	$27,557 47 $35,000 $21,600	$23,777 15	$24,309 90 $28,000 $17,500	$25,547 91 $30,600 $20,000	$22,453 274 $28,800 $15,600
Technical Curricula	$32,818 536 $36,000 $28,000	$33,315 947 $36,360 $30,000	$33,388 201 $38,000 $26,300	$35,546 82 $37,500 $32,000	$32,758 346 $35,520 $28,600	$33,275 75 $36,000 $30,000	$34,475 49 $39,000 $29,500	$34,543 189 $38,400 $30,000	$37,138 1874 $40,692 $32,220	$32,086 21 $37,500 $26,000	$32,581 14	$32,541 75 $36,300 $27,600	$32,607 42 $36,100 $29,000	$32,504 45 $37,500 $27,500	$34,459 288 $38,400 $30,000	$29,950 346 $36,000 $22,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$36,346 14	$38,250 14	$40,705 21 $48,000 $33,000	$43,193 14	$29,000 1		$37,950 4	$35,667 3	$36,942 30 $43,500 $30,000	$42,600 2		$33,125 4	$36,047 3	$35,500 2	$35,519 12	$30,810 13
MBA - Technical Undergraduate Degree	$39,429 7	$40,000 4	$39,500 3	$52,000 2	$40,250 1			$38,000 2	$38,412 11				$41,700 1	$36,000 1	$40,000 1	$36,500 1

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	639	Number of Offers
90th Percentile	$28,000		
10th Percentile	$21,600		

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$27,258 2526 $31,000 $23,500	$25,194 790 $29,500 $19,500	$22,237 14	$23,450 12	$27,600 5		$28,000 4	$51,000 1	$25,890 63 $30,000 $19,500	$26,600 5	$22,615 5	$25,786 7				$27,000 1		
Business Administration (incl. Management Science)	$27,153 59 $32,500 $21,023	$23,246 37 $30,000 $17,000	$21,011 50 $25,000 $14,800	$21,613 21 $27,900 $14,880	$28,500 6		$20,000 1	$21,938 8	$26,498 69 $30,504 $20,000	$23,736 11	$24,741 50 $27,996 $21,000	$23,174 48 $26,280 $20,000	$15,000 1	$17,000 1		$23,000 2	$17,323 6	$18,000 1
Distribution Management																$24,700 1		
Economics & Finance (incl. Banking)	$27,436 86 $32,000 $24,000	$25,816 130 $30,000 $19,000	$23,652 70 $28,000 $18,000	$24,529 131 $28,000 $19,500	$28,756 47 $35,000 $23,000	$29,786 7	$19,591 7	$24,895 20 $31,200 $17,000	$27,437 339 $32,400 $21,600	$24,987 27 $30,000 $18,000	$25,014 63 $29,000 $20,800	$23,265 37 $26,200 $18,000			$21,600 1	$24,000 1	$23,667 3	$27,000 2
Hotel / Restaurant Management		$26,500 2				$19,440 1						$18,944 1						
Human Resources (incl. Labor Relations)			$23,000 2					$18,810 3	$25,000 1	$29,000 1	$23,327 11	$22,669 11				$26,000 1		
Management Information Systems	$29,350 6	$27,000 1		$27,996 1					$28,733 3		$24,733 3							
Marketing / Marketing Management (incl. Research)	$21,231 4	$20,456 9	$22,111 9	$22,079 14	$31,500 1			$20,825 4	$23,179 14	$22,733 6	$24,832 23 $27,000 $22,000	$23,485 26 $25,000 $21,500	$30,000 1	$20,913 8	$19,000 1	$23,250 2	$21,500 4	
Real Estate				$22,000 2					$19,750 2	$24,000 1	$27,000 1	$16,000 1						
Advertising		$21,187 3	$22,500 1	$21,000 1					$36,000 1				$21,112 5	$16,000 2		$23,600 5	$21,167 6	$20,225 4
Communications	$18,000 1	$17,467 3	$21,000 2	$18,378 7				$15,000 1	$32,500 2		$24,923 9	$22,237 11	$16,333 8	$21,450 4	$13,900 1	$22,796 18	$21,131 24 $27,000 $15,000	$17,411 9
Journalism		$15,600 5	$19,500 2									$21,750 2	$13,355 3	$16,285 4	$15,798 21 $18,000 $12,000	$18,700 1	$20,373 17	$18,624 19
Telecommunications / Broadcasting				$19,000 1							$25,333 3	$21,650 1		$15,500 2	$28,480 2	$19,245 13	$20,000 1	
Elementary Education		$16,000 1												$22,000 1				
Pre-Elementary Education																		
Physical Education																		
Special Education																		

Curriculum - Continued . . .	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$24,500 1						
Textiles & Clothing											$15,600 1		$15,000 1					
Merchandising Management																		
Foreign Languages			$20,000 1					$25,000 1		$26,500 2	$26,667 3	$21,705 3		$27,428 4			$15,000 1	
Letters			$24,963 4		$34,000 1			$24,000 1		$18,000 1	$28,055 4	$22,370 4			$17,000 2	$23,000 1	$20,494 7	$20,654 12
Visual & Performing Arts		$23,000 1		$32,000 1					$11,500 1				$20,474 19	$21,000 1	$20,000 1	$17,070 5	$30,000 1	
Humanities-Other		$28,333 3	$10,000 1		$40,000 1				$29,510 1		$22,714 7	$24,900 3	$12,480 1	$24,000 1			$15,950 2	$22,000 1
Criminal Justice											$20,000 1	$23,000 2					$15,013 1	
History	$28,000 1		$24,200 5	$22,250 2	$45,000 1				$29,967 9	$20,000 2	$26,000 2	$24,676 2	$25,000 1		$19,000 2		$38,500 1	$21,000 3
Political Science / Government		$35,000 1	$22,250 2	$27,000 3	$28,033 3			$23,600 3	$29,500 5	$20,500 2	$24,250 2	$20,143 7	$26,000 1	$22,000 1			$23,329 4	$24,600 4
Psychology	$28,000 1	$24,000 2			$32,000 1			$22,500 1	$17,360 2		$14,700 1	$23,933 4	$19,200 1	$35,000 1			$18,000 2	
Sociology			$15,000 1		$30,500 1						$28,000 1	$21,000 1					$19,000 1	
Social Sciences-Other		$15,000 1			$31,000 1				$29,854 13	$25,000 3		$24,750 2	$14,400 1			$18,200 1		$18,250 2
Aerospace & Aeronautical Engineering													$30,400 2					
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$35,000 1									
Chemical Engineering											$34,764 2					$39,500 1	$30,000 1	
Civil Engineering								$20,000 1					$33,600 1					
Computer Engineering																$39,200 1		

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
Curriculum - Continued	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$23,096 1	$28,100 1						$34,000 1					$35,390 2			$29,175 4		
Environmental Engineering																		
Industrial Engineering									$31,400 2		$24,500 2	$25,000 1						
Mechanical Engineering										$37,500 1			$34,000 1			$34,491 21 $37,000 $32,000	$32,000 1	$20,000 1
Metallurgical Engineering																$32,456 9		
Mining Engineering																$34,550 2		
Nuclear Engineering																		
Petroleum Engineering									$22,500 1									
Textile Engineering																		
Engineering Technology									$30,000 1		$31,500 1	$30,000 2	$25,020 3			$22,650 4		$34,000 1
Industrial Technology									$33,000 1									$26,000 1
Agribusiness	$24,100 5	$26,000 1		$20,500 3					$18,000 1							$19,000 1	$19,400 2	
Animal Sciences		$15,000 1		$30,000 1													$14,000 1	
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																$32,000 1		
Computer Science	$26,333 3	$13,500 1						$32,000 1	$30,560 5			$11,520 1						$42,000 1
Computer Programming																		
Information Sciences & Systems	$26,500 2	$23,347 3																
Systems Analysis										$30,000 1								

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$16,640 1																
Nursing																		
Pharmacy																		
Actuarial		$27,000 1									$22,250 2							
Architectural & Environmental Design	$26,500 1												$21,400 2					
Biological			$21,000 1						$36,000 1									$30,000 1
Chemistry												$31,500 _ 1				$21,000 1		$15,600 1
Geological																$34,020 1		
Mathematics (incl. Statistics)	$29,080 1	$26,000 3		$13,720 2					$29,717 6	$20,000 2					$26,000 1			
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$27,255 2684 $31,000 $23,500	$25,076 989 $29,500 $18,500	$22,417 164 $28,000 $16,000	$23,754 196 $28,000 $17,000	$29,245 68 $35,000 $23,000	$28,493 8	$22,428 12	$23,754 43 $31,200 $16,800	$27,082 525 $32,000 $20,400	$24,642 81 $30,000 $18,000	$24,569 193 $28,500 $20,000	$23,079 174 $26,280 $18,000	$19,125 43 $26,000 $12,584	$21,065 30 $29,000 $15,000	$17,267 31 $22,000 $12,000	$21,346 52 $29,700 $14,500	$20,785 81 $28,000 $15,000	$19,846 57 $26,500 $15,000
Technical Curricula	$25,469 13	$22,857 12	$21,000 1	$19,623 6				$31,667 3	$30,621 19	$28,375 4	$27,790 7	$25,604 5	$28,822 11		$26,000 1	$32,120 46 $37,000 $23,500	$22,960 5	$28,933 6

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION								ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing/ Industrial
Accounting		$27,183 3	$19,250 4	$11,856 1			$24,286 7	$25,853 4	$23,103 57 $26,214 $20,195		$22,000 1	$26,000 1		$34,000 1				
Business Administration - incl. Management Science	$20,900 2	$26,071 50 $32,400 $20,000	$25,216 68 $31,500 $20,500	$24,147 20 $33,000 $18,000	$22,854 13	$28,399 31 $31,080 $22,000	$24,082 192 $30,000 $18,000	$21,360 3	$23,420 12	$20,399 5	$22,006 4	$24,581 11	$20,000 1	$16,360 2				$29,227 11
Distribution Management		$33,636 3		$28,600 13		$26,387 4						$22,500 1						
Economics & Finance (incl. Banking)	$26,000 3	$25,634 15	$23,571 24 $28,000 $20,000	$27,700 2	$26,751 13	$28,025 4	$25,236 162 $31,000 $19,200	$20,165 3	$22,729 26 $27,300 $20,000	$21,843 13	$16,530 2	$23,005 5		$25,438 2				$31,200 3
Hotel / Restaurant Management		$19,000 1					$25,950 4											
Human Resources (incl. Labor Relations)		$21,000 1	$25,750 2		$18,300 2		$24,141 18					$22,000 1						$23,000 1
Management Information Systems			$28,500 1				$26,917 14		$22,500 1									
Marketing / Marketing Management (incl. Research)	$19,740 20 $27,300 $15,000	$23,893 57 $30,500 $18,000	$23,936 147 $28,000 $20,000	$25,559 17	$23,287 49 $29,580 $17,500	$25,291 11	$24,732 623 $30,000 $18,000	$22,167 3	$20,633 3	$25,418 1	$22,333 6							
Real Estate														$18,910 2				
Advertising	$20,985 14	$19,250 4	$21,500 1		$15,000 1	$18,500 1	$23,514 22 $27,000 $18,700											
Communications	$21,867 6	$25,252 7	$22,000 3		$21,200 3	$21,000 3	$23,378 88 $28,500 $16,000	$18,300 2	$21,023 1		$24,000 1	$26,783 6						$26,500 1
Journalism	$19,275 8	$21,467 4	$22,750 4	$28,000 1	$24,000 1		$25,325 16		$21,023 1									
Telecommunications / Broadcasting	$18,000 2		$21,886 12	$14,000 1			$25,092 24 $29,000 $21,600		$21,037 1									
Elementary Education							$22,250 4				$10,700 1							
Pre-Elementary Education																		
Physical Education		$18,700 1												$16,305 1				
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology	$22,000 1		$20,600 2				$20,075 4					$21,000 1						
Textiles & Clothing			$20,678 46 $24,000 $16,000		$27,000 1		$22,563 8									$14,500 1		
Merchandising Management		$19,250 2	$23,250 14				$20,500 2	$23,284 1										
Foreign Languages				$22,000 2	$31,500 1		$21,729 7	$10,800 1	$21,023 1			$16,644 1	$22,000 1					
Letters	$24,750 4	$21,100 4	$24,375 8	$15,000 2	$22,000 3		$23,245 29 $30,000 $12,000	$24,025 4		$18,200 1	$20,200 1	$23,167 3						
Visual & Performing Arts	$20,000 1	$13,645 1				$30,000 1	$14,100 5				$15,500 2	$16,164 2						
Humanities-Other	$19,000 1	$11,500 1	$22,550 10			$46,000 1	$29,317 23 $45,000 $19,800		$27,961 2	$13,500 1	$29,044 3	$22,000 1						
Criminal Justice							$22,000 1	$22,449 4	$20,000 1	$19,200 1	$23,969 43 $30,040 $18,500	$22,713 3	$20,150 4					
History	$23,000 1	$23,000 5	$19,950 2	$18,500 2	$27,500 2	$23,000 1	$21,580 16	$22,682 3			$37,200 1	$23,000 3	$27,000 1					
Political Science / Government		$17,573 3	$26,750 4	$25,000 1	$22,000 1		$25,171 33 $29,000 $21,000	$20,047 15	$22,024 3	$23,000 4	$23,333 3	$22,250 4	$25,500 2	$14,250 2				
Psychology		$16,120 1	$21,425 8	$13,520 1	$23,000 2		$22,333 39 $30,000 $14,400		$20,515 2		$19,961 4	$23,367 3						
Sociology			$19,200 1				$22,406 13	$31,200 1			$24,200 5							
Social Sciences-Other	$20,333 3	$20,000 1	$27,375 4	$25,000 2	$27,500 2		$19,383 7	$20,107 3		$20,105 1	$19,000 2	$23,333 3	$19,933 3	$15,557 2			$16,293 3	$15,000 1
Aerospace & Aeronautical Engineering							$32,050 2									$30,349 29 $36,000 $27,300		$30,931 16
Agricultural Engineering							$19,500 2									$32,573 6	$29,113 5	$29,500 1
Architectural Engineering												$24,600 2				$31,261 45 $36,000 $25,440	$29,800 2	$31,800 1
Bioengineering & Biomedical Engineering															$26,120 5			
Chemical Engineering		$38,850 2		$34,500 1	$37,500 2	$37,020 1	$36,288 10								$39,570 16	$36,390 31 $40,000 $32,000	$34,754 40 $38,400 $29,037	$37,207 66 $39,500 $34,800
Civil Engineering		$31,000 1			$36,100 1		$28,955 4			$32,000 1		$24,000 1		$28,010 11		$28,888 521 $34,300 $24,500	$31,015 101 $36,700 $25,992	$33,380 12
Computer Engineering			$28,000 1				$27,250 4									$35,225 4		$33,548 3

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$34,700 1			$33,430 2		$32,330 29 $35,340 $30,000				$31,250 2	$26,986 7			$36,000 1	$32,973 153 $37,400 $27,332	$33,833 6	$34,019 229 $37,500 $30,750
Environmental Engineering																	$27,198 8	$33,000 1
Industrial Engineering		$32,400 2	$30,840 1	$36,900 1	$34,800 1	$36,850 2	$31,479 30 $33,000 $31,000		$40,000 1			$25,000 2			$27,000 1	$32,007 7	$31,740 1	$32,918 213 $36,828 $28,600
Mechanical Engineering		$31,500 2		$31,800 2	$32,750 2		$32,669 47 $37,400 $30,000					$25,667 3			$37,500 1	$33,389 349 $38,000 $27,720	$32,046 19	$34,312 517 $37,800 $30,420
Metallurgical Engineering							$32,034 2									$32,633 6		$33,729 42 $35,520 $32,400
Mining Engineering												$33,000 1		$26,000 1		$33,300 1	$29,151 12	$32,485 4
Nuclear Engineering												$31,689 3						$32,500 1
Petroleum Engineering																$33,196 4		$37,686 7
Textile Engineering																		
Engineering Technology		$36,250 1			$32,150 2	$28,200 1	$31,266 10									$27,650 69 $33,180 $19,500	$28,500 4	$31,735 57 $37,000 $27,000
Industrial Technology							$12,480 1									$25,852 6		$30,249 34 $34,800 $28,500
Agribusiness		$25,333 3	$25,167 6		$25,000 1	$24,000 1	$25,306 29 $32,000 $20,000		$23,000 1									$31,000 2
Animal Sciences			$27,000 1				$23,763 7					$22,200 1						
Plant Sciences							$15,740 2											
Natural Resources							$26,004 1										$23,000 2	
Other Agricultural Sciences		$23,004 1					$17,333 3											$25,650 2
Computer Science		$28,000 1		$21,500 1	$29,000 1		$19,290 5		$16,800 1			$24,250 4				$35,000 1		
Computer Programming																		$23,500 1
Information Sciences & Systems							$31,500 1											
Systems Analysis				$33,000 1														

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$26,333 3											
Nursing																		
Pharmacy							$35,000 1											
Actuarial																		
Architectural & Environmental Design				$22,000 1			$26,500 1						$24,000 1	$25,000 1		$28,600 2		
Biological		$30,000 1	$20,250 4				$29,376 12		$28,000 1						$24,167 3		$20,708 4	$22,000 1
Chemistry		$31,500 2					$30,405 12					$25,860 2		$26,000 1			$23,867 6	$24,750 2
Geological												$23,750 3		$24,000 1			$23,375 4	$32,500 1
Mathematics (incl. Statistics)			$22,000 1				$31,500 5			$23,000 1		$21,500 2		$17,825 2				
Physics							$30,250 2	$27,000 1				$20,500 2				$26,900 4		$34,420 5
Other Physical & Earth Sciences							$30,000 1											
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$20,815 66 $28,000 $15,000	$24,284 164 $32,000 $18,000	$23,514 365 $28,000 $19,000	$24,613 65 $32,000 $18,000	$23,712 94 $30,000 $17,500	$27,311 57 $32,160 $20,000	$24,431 1353 $30,000 $18,000	$21,518 47 $27,000 $15,600	$22,895 111 $26,880 $20,000	$21,325 27 $25,418 $18,200	$23,125 79 $30,000 $17,060	$23,354 49 $28,140 $18,000	$21,700 12	$19,278 12		$14,560 1	$16,293 3	$28,212 17
Technical Curricula		$31,027 17	$24,274 14	$30,214 7	$33,047 12	$32,584 5	$30,032 217 $35,400 $21,000	$27,000 1	$26,950 4	$27,500 2	$31,250 2	$25,556 33 $29,000 $21,000	$24,000 1	$26,744 17	$35,064 27 $40,692 $26,000	$31,019 1238 $37,200 $24,912	$30,927 214 $37,500 $24,972	$33,808 1209 $37,680 $30,000

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting										$24,000 2					$26,550 1			$23,000 1
Business Administration - incl. Management Science	$29,671 11		$32,000 1		$33,000 1	$38,400 1			$29,911 9	$21,020 9	$18,700 1	$29,000 2		$22,000 1				
Distribution Management																		
Economics & Finance (incl. Banking)	$26,650 2	$28,582 2		$35,000 1	$29,500 1		$37,500 1	$40,000 1	$29,100 1	$25,000 1								$25,563 2
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)									$24,000 1									
Management Information Systems	$28,700 14		$25,750 4						$30,200 3	$28,000 1								
Marketing / Marketing Management (incl. Research)									$19,000 1	$26,000 2								$22,000 2
Real Estate																		
Advertising																		
Communications									$12,000 1	$15,000 1		$16,640 1						
Journalism	$19,000 1																	
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																$13,440 1		$23,000 1
Special Education																		$19,050 2

Curriculum - Continued . . .	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$15,000 1								$22,111 8
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages										$14,880 1								
Letters			$16,640 1			$16,000 1			$18,000 1									$15,987 2
Visual & Performing Arts									$19,500 2									$25,000 1
Humanities-Other										$18,200 1								$18,500 2
Criminal Justice																		
History																		
Political Science / Government								$27,000 1										
Psychology			$36,333 3									$18,700 1	$12,480 1	$16,500 1		$22,000 1		$17,267 8
Sociology										$15,135 2			$14,560 1					$19,000 1
Social Sciences-Other										$20,000 1								$14,500 2
Aerospace & Aeronautical Engineering	$31,383 4	$27,301 2	$30,683 6	$28,500 2	$31,162 10	$29,466 17	$35,520 1	$30,238 17	$31,266 53 $36,000 $26,252									
Agricultural Engineering					$37,050 2	$29,125 4	$33,600 2	$31,503 10	$30,260 10									
Architectural Engineering						$30,333 3		$31,275 4	$28,385 8									
Bioengineering & Biomedical Engineering			$32,000 1						$32,733 3									$28,500 1
Chemical Engineering	$37,475 4	$38,700 4		$35,398 5	$37,191 106 $39,400 $35,400	$32,114 7	$37,986 1064 $40,440 $36,000	$36,200 108 $40,700 $28,200	$36,903 160 $40,000 $34,000									
Civil Engineering	$33,467 3	$28,901 7	$32,400 1		$32,914 8	$29,088 7	$37,388 2	$30,465 144 $36,100 $25,000	$29,675 214 $36,000 $24,912				$29,200 1					
Computer Engineering	$31,338 50 $36,000 $26,760	$34,800 1	$32,890 47 $35,500 $30,000	$34,467 32 $38,500 $30,618	$29,252 4	$33,340 5	$32,700 1	$30,984 14	$33,554 32 $36,190 $31,000	$30,000 1							$31,000 2	

	ENGINEERING									HEALTH CARE								
Curriculum - Continued . . .	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$33,374 140 $37,500 $29,700	$33,314 194 $37,200 $30,000	$32,911 101 $36,500 $30,000	$34,251 182 $37,200 $31,000	$32,828 107 $38,500 $26,252	$31,839 67 $36,000 $26,252	$35,392 26 $38,300 $32,000	$33,449 274 $37,500 $27,500	$32,861 540 $37,200 $27,332					$44,000 1				
Environmental Engineering					$24,860 2													
Industrial Engineering	$31,702 13	$31,000 2			$33,000 7	$31,363 4	$31,893 7	$31,866 60 $34,944 $28,000	$31,649 122 $34,800 $27,500		$23,832 1			$31,000 1				
Mechanical Engineering	$33,885 14	$33,476 73 $36,120 $30,000	$33,702 5	$33,392 21 $36,000 $31,500	$34,679 103 $38,000 $30,000	$31,967 50 $35,940 $26,280	$36,230 96 $39,000 $32,000	$34,718 487 $38,500 $30,000	$33,703 552 $38,500 $28,000			$34,500 2						
Metallurgical Engineering		$50,400 1			$34,882 9	$35,400 1	$32,893 15	$33,344 49 $34,800 $32,000	$32,645 36 $35,400 $28,800									
Mining Engineering						$26,667 3		$31,952 35 $34,000 $29,000	$34,712 13									
Nuclear Engineering		$33,083 6			$31,925 4	$33,883 3	$34,800 1		$31,199 13									
Petroleum Engineering					$39,940 5	$30,000 1	$40,947 28 $46,200 $35,100	$39,431 166 $42,600 $36,000	$37,712 42 $41,500 $33,000									
Textile Engineering																		
Engineering Technology	$29,940 5	$31,771 9	$30,225 4	$32,525 7	$37,800 5	$28,223 7	$34,167 3	$30,567 42 $36,000 $23,500	$30,887 71 $35,000 $25,000		$35,000 4	$19,500 1		$37,500 1				
Industrial Technology	$29,000 1				$33,500 1	$32,350 2		$30,500 2	$27,363 4									
Agribusiness										$21,000 1								
Animal Sciences																		
Plant Sciences																		
Natural Resources											$24,000 1							
Other Agricultural Sciences					$35,000 1	$25,500 1			$27,067 3						$30,000 1			
Computer Science	$32,678 49 $36,000 $28,800	$30,913 3	$32,664 111 $37,000 $28,000	$34,263 3	$37,510 10	$29,248 4	$35,400 1	$31,876 6	$32,858 48 $36,200 $29,000			$33,500 1	$40,000 1				$27,600 1	$24,000 1
Computer Programming	$30,568 5		$31,200 1						$25,000 1									
Information Sciences & Systems	$29,560 1		$20,000 1						$32,000 1									
Systems Analysis									$31,000 1	$22,000 1								

	ENGINEERING									HEALTH CARE								
Continued . . .	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$29,000 3		$26,523 34 $31,950 $22,000		$29,100 33 $32,000 $26,000		$31,025 31 $35,000 $30,000	$36,828 2	$30,551 [illegible] $40,000 $22,000
Health Sciences										$28,000 1	$30,000 1	$21,601 11		$28,000 1		$11,648 1		$22,290 21 $28,000 $17,500
Nursing										$33,755 5			$29,543 382 $35,000 $24,000					$33,240 2
Pharmacy															$39,570 123 $45,000 $31,000			
Actuarial																		
Architectural & Environmental Design					$27,300 1				$27,933 3									
Biological					$24,667 3	$14,000 1	$21,646 2				$31,500 1	$12,667 3				$12,800 1		$17,808 11
Chemistry			$33,600 1		$28,461 9	$27,646 12	$30,149 9	$29,600 2	$22,250 2	$18,000 1	$22,500 1							
Geological					$41,400 1			$32,480 10	$31,667 3									
Mathematics (incl. Statistics)	$30,050 4		$35,919 10	$34,000 1	$32,000 1			$28,500 1	$31,923 7	$22,000 1								
Physics	$36,100 2		$40,000 1	$32,500 1	$31,636 2			$33,733 3	$30,275 12									
Other Physical & Earth Sciences					$28,020 2	$26,000 1												
Polymer Sciencer					$34,367 3													
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$28,589 28 $30,600 $25,000	$28,502 2	$28,960 9	$35,000 1	$31,250 2	$27,200 2	$37,500 1	$33,500 2	$25,942 19	$20,702 22 $28,000 $15,000	$18,700 1	$23,335 4	$13,520 2	$19,250 2	$26,550 1	$17,765 2		$19,882 32 $24,900 $14,980
Technical Curricula	$32,722 295 $36,700 $28,000	$33,259 302 $36,660 $28,500	$32,802 292 $37,000 $28,000	$34,129 254 $38,000 $30,420	$34,334 404 $39,000 $27,332	$30,926 200 $36,000 $24,900	$37,659 1258 $40,440 $35,000	$33,961 1376 $39,000 $28,000	$32,918 1963 $38,400 $27,000	$28,341 14	$30,204 9	$25,007 52 $32,000 $19,600	$29,570 384 $35,100 $24,000	$29,833 37 $35,000 $26,000	$39,483 124 $45,000 $30,000	$30,731 33 $35,000 $29,000	$32,651 5	$27,542 106 $37,800 $18,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting	$21,023 1				$27,400 5	$27,250 6	$28,200 1		$24,000 2		$29,367 45 $30,000 $28,000		$22,785 32 $27,500 $18,000					
Business Administration - incl. Management Science	$24,100 5	$20,262 2		$18,700 5	$27,244 20 $31,200 $23,000	$27,566 25 $32,000 $19,000	$32,580 21 $38,000 $27,000				$27,240 67 $31,500 $25,000	$22,675 35 $27,000 $18,000	$22,151 511 $28,000 $18,000	$21,023 1	$25,125 2	$26,050 3		$21,896 9
Distribution Management						$27,500 1							$21,060 5					
Economics & Finance (incl. Banking)	$28,750 2		$12,000 1		$27,415 13	$29,087 16	$28,323 13	$32,000 1			$28,552 149 $33,000 $26,000	$23,671 6	$23,646 230 $30,000 $18,996	$21,174 6	$20,875 4	$30,490 4	$30,664 3	$21,000 3
Hotel / Restaurant Management												$23,000 2	$21,019 130 $24,000 $18,000					
Human Resources (incl. Labor Relations)		$18,000 1									$27,050 4	$25,230 40 $30,000 $18,750	$22,456 19			$14,000 1		$24,000 3
Management Information Systems					$27,522 127 $31,500 $24,000	$28,632 107 $32,500 $23,400	$28,961 92 $32,500 $25,500				$30,400 25 $33,000 $27,600		$25,309 16					
Marketing / Marketing Management (incl. Research)	$20,000 1	$15,900 2	$18,500 2		$25,360 5		$24,250 2		$25,000 1		$26,733 15	$21,077 13	$22,300 350 $28,000 $18,000	$24,070 1				$26,000 1
Real Estate											$30,000 1		$21,000 2					
Advertising											$23,250 2		$20,033 15					$16,000 1
Communications	$21,340 2	$16,333 3		$18,540 1	$20,000 1		$30,220 2				$23,750 4	$23,000 3	$21,059 74 $24,000 $17,000			$21,023 1		$20,500 2
Journalism		$14,000 1			$26,000 1						$24,267 3	$22,000 1	$21,011 27 $24,000 $16,500			$13,500 2		$23,000 2
Telecommunications / Broadcasting	$18,000 1										$19,000 1	$20,000 1	$23,400 5					
Elementary Education	$18,100 1	$13,350 1		$10,280 2	$27,500 1													$19,471 400 $25,000 $13,000
Pre-Elementary Education	$10,500 2			$15,496 1							$10,000 1		$21,000 2					$17,062 35 $22,300 $10,000
Physical Education											$17,000 1		$22,333 3					$20,286 38 $24,000 $15,000
Special Education		$17,250 2					$35,000 1											$21,537 86 $25,500 $18,000

Curriculum - Continued . . .

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology	$32,500 1	$16,328 4											$20,500 5					$19,725 4
Textiles & Clothing													$21,076 56 $25,000 $19,200				$24,000 1	
Merchandising Management													$19,070 30 $23,500 $16,500					
Foreign Languages					$30,750 2						$22,100 1	$17,000 1	$20,610 13			$21,000 2		$20,507 28 $25,000 $17,000
Letters	$21,000 1	$22,317 6		$17,000 1	$21,100 2		$25,400 2				$27,200 5	$18,606 4	$21,730 32 $25,000 $18,000		$17,583 6	$18,500 1		$21,595 47 $26,500 $17,700
Visual & Performing Arts	$23,360 2		$27,000 1		$16,500 2								$18,541 7					$20,438 48 $25,000 $16,000
Humanities-Other	$15,000 1	$17,125 4		$21,285 3					$10,000 1		$22,750 4	$30,000 1	$22,428 23 $25,000 $20,000		$25,000 3			$19,718 12
Criminal Justice		$20,500 2		$17,717 6									$22,050 4		$18,000 5			
History		$24,000 1	$12,500 1		$20,000 1	$17,500 1	$25,000 1				$27,286 7		$20,587 18		$20,783 6			$21,078 12
Political Science / Government	$21,500 2	$20,250 4	$19,250 2	$14,000 1		$24,450 2	$28,000 1				$28,444 9	$25,830 5	$21,962 62 $27,500 $18,000		$24,300 11	$25,000 1		$20,411 4
Psychology	$23,144 5	$16,902 42 $22,000 $13,000	$14,000 1	$16,284 18	$17,500 1		$15,500 1				$21,750 2	$24,118 7	$23,342 43 $28,500 $20,000	$16,973 1	$19,500 1	$16,697 4		$19,006 15
Sociology	$16,900 6	$15,289 8		$17,758 13	$19,500 2						$22,667 3	$21,000 3	$21,223 22 $23,000 $18,000	$37,294 1	$19,000 2			$22,753 5
Social Sciences-Other	$18,870 18	$16,950 14	$15,240 1	$18,439 23 $21,300 $15,000	$25,000 1		$24,000 1		$25,500 2		$27,964 11	$24,000 1	$22,142 25 $27,996 $16,200		$20,639 7	$25,500 1		$19,474 16
Aerospace & Aeronautical Engineering					$27,500 1		$30,000 1				$29,500 2						$30,000 1	
Agricultural Engineering									$25,000 1		$28,000 1		$23,270 1					
Architectural Engineering										$23,000 2								
Bioengineering & Biomedical Engineering																		
Chemical Engineering						$29,000 1					$33,335 8		$36,867 3				$32,667 3	
Civil Engineering					$29,500 1	$34,800 2	$30,944 11				$29,450 26 $32,000 $26,400		$29,000 5				$31,200 1	
Computer Engineering					$31,579 30 $36,000 $24,000	$32,500 2	$27,379 7				$28,000 2							

	SOCIAL SERVICES				**COMPUTER SCIENCE**			**OTHER FUNCTIONAL AREAS**										
Curriculum - Continued . . .	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$31,864 11	$33,616 12	$31,780 15				$29,576 24 $32,500 $28,000		$34,098 12				$33,706 5	
Environmental Engineering																		
Industrial Engineering					$31,100 2	$34,000 3	$33,180 6				$30,038 26 $32,000 $28,000		$32,321 24 $34,800 $27,[illegible]00					
Mechanical Engineering					$28,513 3	$31,333 3					$31,737 32 $35,000 $29,000		$35,324 20 $37,500 $33,600				$30,526 2	$34,800 1
Metallurgical Engineering									$26,000 1		$34,200 1		$33,506 5					
Mining Engineering											$31,525 4						$27,000 1	
Nuclear Engineering													$2[illegible],040 2					
Petroleum Engineering							$40,000 1						$20,856 1					
Textile Engineering																		
Engineering Technology					$27,750 4	$33,662 7	$28,740 4		$24,000 1	$23,600 3	$31,643 7	$28,340 1	$28,170 10					$21,880 2
Industrial Technology							$31,000 1				$27,000 1		$26,130 20 $29,000 $22,000					$24,900 1
Agribusiness					$24,750 2				$23,489 33 $28,000 $19,000		$27,800 2	$21,000 1	$21,777 21 $25,500 $20,000					$20,065 3
Animal Sciences									$20,265 20 $24,000 $17,000				$30,667 3				$28,000 1	$15,250 2
Plant Sciences			$36,500 1						$19,368 16				$25,750 2	$21,013 1			$26,640 1	$38,000 1
Natural Resources									$19,597 13		$27,540 2						$21,000 1	
Other Agricultural Sciences		$17,250 1							$22,986 23 $27,000 $17,000				$23,658 15				$25,[illegible]00 1	$23,605 2
Computer Science		$18,000 1			$29,536 414 $34,560 $24,000	$31,114 116 $36,000 $25,992	$31,466 233 $36,200 $25,900				$30,234 53 $33,700 $27,500	$21,000 3	$27,126 4	$23,764 2				$22,000 2
Computer Programming					$25,812 25 $29,500 $20,000	$29,000 1	$28,429 4				$32,000 3							
Information Sciences & Systems					$28,806 86 $32,280 $25,500	$29,109 44 $34,000 $24,000	$29,065 44 $33,600 $26,000				$30,338 33 $33,500 $28,000		$27,343 6					
Systems Analysis					$26,000 1		$27,211 9				$31,000 1			$21,900 2				

Curriculum - Continued . . .	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health		$14,688 1		$17,550 2							$20,000 1							$18,300 1
Health Sciences	$18,750 2		$25,500 1	$16,000 4														$22,029 3
Nursing									$25,000 1				$30,000 1				$26,000 1	
Pharmacy																		
Actuarial							$24,000 1	$31,485 25 $35,000 $28,000			$35,357 7							
Architectural & Environmental Design										$26,779 14	$25,000 1	$19,500 1						
Biological						$27,500 2	$24,000 1		$14,990 6		$23,000 1	$20,200 2	$21,300 3			$19,750 2	$23,500 8	$18,837 14
Chemistry													$31,770 2		$22,000 1	$22,350 2	$27,296 27 $32,400 $21,500	$17,228 7
Geological							$25,200 1		$25,000 1		$22,000 2		$24,000 1				$19,867 3	$43,200 1
Mathematics (incl. Statistics)					$28,440 17	$27,960 5	$29,700 11	$31,900 44 $35,000 $28,000			$30,361 23 $34,000 $27,500		$27,000 10	$25,277 45 $31,200 $20,195			$24,000 1	$21,100 42 $25,000 $17,000
Physics					$26,000 2				$23,000 1				$24,700 2				$26,723 6	$23,986 4
Other Physical & Earth Sciences					$33,000 1				$22,000 2				$30,000 1			$34,000 1		$19,028 7
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$20,532 43 $28,000 $16,000	$17,405 97 $22,000 $12,480	$17,360 9	$17,531 74 $21,000 $13,440	$27,836 184 $31,500 $22,000	$28,326 158 $32,500 $22,000	$29,219 138 $34,000 $25,000	$32,000 1	$22,333 6		$27,900 388 $33,000 $23,000	$23,531 123 $30,000 $18,000	$22,145 1787 $28,000 $18,000	$22,641 10	$21,236 47 $25,000 $16,500	$21,000 28 $30,000 $14,000	$28,000 4	$19,824 862 $25,000 $13,923
Technical Curricula	$15,750 2	$16,646 3	$31,000 2	$16,517 6	$29,291 [illegible] $34,512 $24,000	$30,869 198 $36,000 $24,500	$30,624 356 $36,000 $25,200	$31,755 69 $35,040 $28,000	$21,476 119 $27,500 $15,840	$25,079 19	$30,389 263 $34,800 $27,000	$23,530 8	$28,696 174 $35,400 $21,000	$24,999 50 $31,200 $20,195	$22,000 1	$23,840 5	$27,164 63 $34,500 $21,000	$20,876 93 $25,000 $16,339

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1990	Percentiles		
	September 1991	September 1991	September 1990		90th	50th	10th
BUSINESS							
Accounting	293	**$30,996**	$29,647	4.5%	$36,500	$31,000	$25,717
MBA-Nontechnical undergraduate							
1 year or less experience	560	**35,241**	36,175	-2.6	46,000	34,500	26,000
1 to 2 years experience	279	**42,877**	43,310	-1.0	55,000	42,000	30,000
2 to 4 years experience	459	**47,243**	45,683	3.4	60,000	47,000	35,000
Over 4 years experience	603	**50,412**	45,883	9.9	64,600	51,000	36,000
MBA-Technical undergraduate degree							
1 year or less experience	125	**38,582**	37,737	2.2	46,000	38,400	30,000
1 to 2 years experience	102	**45,921**	48,191	-4.7	58,000	45,180	33,000
2 to 4 years experience	223	**51,034**	50,355	1.3	60,000	51,420	40,000
Over 4 years experience	279	**54,219**	51,452	5.4	70,000	53,500	41,000
MS-Business	49	**40,047**	34,347	16.6	52,000	40,000	28,500
Economics & Finance	249	**41,466**	36,812	12.6	52,000	42,000	30,160
Labor/Industrial Relations (incl. Human Resources)	56	**38,573**	31,487	22.5	48,000	40,100	28,500
Management Information Systems	37	**36,150**	33,739	7.1	43,020	35,000	31,200
Marketing/Marketing Management (incl. Marketing Research)	146	**43,182**	35,440	21.8	52,500	44,500	33,000
COMMUNICATIONS							
Advertising	5	**31,200**	24,000	*	*	*	*
Communications	11	**26,524**	27,602	*	*	*	*
Journalism	2	**21,500**	24,500	*	*	*	*
EDUCATION							
Education Administration	17	**24,303**	25,698	*	*	*	*
Elementary Education	38	**23,657**	22,893	3.3	28,000	23,357	16,425
Physical Education	7	**23,286**	27,508	*	*	*	*
Reading Education	4	**25,611**	22,000	*	*	*	*
Special Education	20	**24,141**	22,798	5.9	30,163	23,568	18.927
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	4	**27,477**	24,350	*	*	*	*
Letters (incl. Eng, Lit, etc)	8	**25,773**	22,400	*	*	*	*
Visual & Performing Arts	7	**25,432**	25,399	*	*	*	*
Humanities-Other	9	**32,760**	24,333	*	*	*	*
History	+	**+**	22,500				
Political Science/Government	4	**26,036**	+	*	*	*	*
Psychology	16	**23,657**	24,169	*	*	*	*
Sociology	4	**25,200**	20,500	*	*	*	*
Social Sciences	16	**31,780**	26,536	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	24	**36,195**	36,114	0.2	39,936	35,940	34,080
Agricultural	4	**32,225**	37,700	*	*	*	*
Bioengineering & Biomedical	4	**32,238**	36,500	*	*	*	*
Chemical	95	**40,457**	37,862	6.9	43,000	40,800	37,500
Civil	134	**34,551**	32,366	6.7	39,240	34,000	30,000
Computer	22	**38,348**	35,748	7.3	43,600	39,750	33,000
Electrical	267	**38,804**	37,526	3.4	43,000	39,200	33,000
Industrial	56	**36,121**	35,362	2.1	41,500	36,750	27,600
Mechanical	213	**38,114**	36,506	4.4	42,000	38,400	33,430
Metallurgical	39	**39,105**	36,792	6.3	45,000	39,360	35,040
Mining	14	**35,007**	39,626	*	*	*	*
Nuclear	10	**38,086**	36,728	*	*	*	*
Petroleum	38	**43,608**	38,412	13.5	48,000	42,000	39,600
Textile	+	**+**	33,510				

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers September 1991	Average $ Offer September 1991	Average $ Offer September 1990	Percent Change in $ Offers from September 1990	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . .							
HEALTH SCIENCES							
Allied Health	13	**$28,586**	$25,696	*	*	*	*
Health Sciences	23	**25,901**	20,402	27.0 %	$28,000	$25,500	$24,000
Nursing	5	**49,000**	34,900	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	9	**28,702**	22,839	*	*	*	*
Architectural & Environmental Design	3	**26,127**	26,905	*	*	*	*
Biological	9	**22,384**	27,279	*	*	*	*
Chemistry	18	**33,575**	32,320	*	*	*	*
Computer Science	160	**37,894**	36,849	2.8	44,000	38,400	30,000
Geological (incl. Geophysics)	52	**36,824**	33,644	9.5	42,000	37,900	31,116
Mathematics	34	**30,061**	30,069	0.0	35,000	31,750	23,840
Physics	8	**35,207**	31,480	*	*	*	*
Polymer	2	**34,980**	37,098	*	*	*	*
	4,890						

Doctoral Candidates

BUSINESS							
Business Administration & Management	+	+	N/A	N/A			
Computer & Information Sciences	35	**$58,300**	$54,788	6.4%	$64,400	$60,000	$52,000
Economics & Finance	2	**43,000**	44,000	*	*	*	*
EDUCATION							
Education Administration	25	**43,780**	44,900	-2.5	53,900	42,000	30,000
HUMANITIES & SOCIAL SCIENCES							
English	5	**43,600**	30,340	*	*	*	*
Foreign Languages	2	**36,870**	+	*	*	*	*
Humanities	+	+	26,000				
Psychology	11	**42,409**	34,154	*	*	*	*
Sociology	2	**40,000**	32,502	*	*	*	*
Social Sciences	1	**30,000**	34,200	*	*	*	*
ENGINEERING							
Aerospace	10	**52,428**	48,932	*	*	*	*
Chemical	102	**52,992**	50,524	4.9	56,400	54,000	50,040
Civil	10	**43,060**	44,481	*	*	*	*
Computer	10	**56,584**	50,526	*	*	*	*
Electrical	44	**54,612**	53,147	2.8	62,500	55,840	43,992
Industrial	1	**54,000**	51,500	*	*	*	*
Mechanical	16	**46,866**	49,887	*	*	*	*
Metallurgical	21	**49,315**	47,296	4.3	54,000	50,000	45,000
SCIENCES							
Agricultural & Natural Resources	4	**43,638**	38,912	*	*	*	*
Biological	6	**31,800**	32,500	*	*	*	*
Chemistry	84	**47,911**	45,356	5.6	52,800	48,920	40,000
Geology & Geological Sciences	21	**48,205**	38,028	26.8	57,600	48,000	40,932
Mathematics	13	**41,146**	42,775	*	*	*	*
Physics	8	**39,913**	41,486	*	*	*	*
Polymer	9	**48,667**	46,625	*	*	*	*
	442						

N/A - No historic data available

* Not computed for fewer than 20 offers

1990-91 CPC SALARY SURVEY PARTICIPANTS

ECPO

- Alfred University
- Babson College
- Bard College
- Bentley College
- Boston College
- Boston University
- Brown University
- Buffalo State College
- Clarkson University
- Columbia University
- Univ. of Connecticut
- Cornell University
- CUNY-Bernard M. Baruch
- CUNY-Baruch College- Bus. & Public Admin.
- CUNY-City College
- CUNY-Graduate School & University Center
- CUNY-Hunter College
- Dartmouth College
- Eastern Connecticut State Univ.
- Fordham Univ. - Lincoln Center
- Fordham University
- Franklin Pierce College
- Husson College
- Ithaca College
- The King's College
- LeMoyne College
- Univ. of Maine - Orono
- Manhattan College
- Manhattanville College
- Marist College
- MIT
- MIT - Sloan School of Management
- Univ. of Massachusetts - Amherst
- Mount Holyoke College
- New Hampshire College
- New School for Social Research- Grad. School
- Northeastern University
- Pace Univ. - New York
- Pace Univ. - Westchester
- Polytechnic University
- Post College
- Pratt Institute
- Regis College
- Rensselaer Polytechnic Univ.
- Rhode Island School of Design
- Univ. of Rhode Island
- Roberts Wesleyan College
- Rochester Inst. of Technology
- University of Rochester
- Univ. of Rochester - W.E. Simon Grad. School of Bus.
- Sacred Heart University
- Saint Anselm College
- St. John Fisher College
- St. Joseph's College
- SUNY - Brockport
- SUNY-Buffalo
- SUNY-Cortland
- SUNY-Geneseo
- SUNY-Plattsburgh
- SUNY-Purchase
- Syracuse University
- Tufts University
- Union College
- Vassar College
- Wells College
- Williams College
- Worcester Polytechnic Inst.

MAPA

- American University
- Bloomsburg University
- Bluefield State College
- Bryn Mawr College
- Bucknell University
- California Univ. of Penna.
- Capitol College
- Carnegie-Mellon Univ.
- Catholic Univ. of America
- Centenary College
- Delaware State College
- University of Delaware
- Univ. of District of Columbia
- Drew University
- Elizabethtown College
- Fairleigh Dickinson - Rutherford
- Fairleigh Dickinson - Teaneck
- Fairmont State College
- Franklin & Marshall College
- Gannon University
- Georgetown University
- George Washington Univ.
- Gettysburg College
- Glenville State College
- Grove City College
- Hampden-Sydney College
- Haverford College
- Howard University
- James Madison University
- Juniata College
- Kutztown University
- Lafayette College
- LaSalle University
- Lehigh University
- Lock Haven University
- Lycoming College
- Mansfield University
- University of Maryland - Baltimore County
- Univ. of Maryland- College Park
- Marymount Univ.- Grad. School
- Morgan State University
- Neumann College
- New Jersey Inst. of Technology
- Penn State University
- Penn State - Behrend
- Penn State - Capitol College
- Univ. of Pennsylvania
- University of Pittsburgh
- Point Park College
- Princeton University
- Ramapo College of NJ
- Rutgers Univ. - Camden - Arts & Science
- Rutgers Univ. - Newark
- Rutgers Univ. - New Brunswick
- Seton Hall University
- Spring Garden College
- Susquehanna University
- Swarthmore College
- Thomas Jefferson University
- Trenton State College
- Villinova University
- Virginia State University
- Virginia Wesleyan Univ.
- Washington & Lee Univ.
- West Virginia Inst. of Technology
- West Virginia University
- Widener University
- William Paterson College

MCPA

- Adrian College
- University of Akron
- Augustana College
- Augustana College-Sioux Falls
- Bowling Green University
- Bradley University
- Buena Vista College
- Calvin College
- Capital University
- Case Western Reserve Univ.
- Cedarville College
- Central Missouri State Univ.
- University of Chicago
- Univ. of Chicago- Graduate School of Business
- University of Cincinnati
- Cleveland State University
- Coe College
- Concordia University
- Davenport College - Grand Rapids
- University of Dayton
- Defiance College
- DePaul University
- DePauw University
- Doane College
- Dordt College
- Drake University
- Eastern Illinois University
- Eastern Michigan Universtiy
- Emporia State University
- Eureka College
- Ferris State University
- Grace College
- Grand View College
- Hanover College
- Greenville College
- IIT-Illinois Inst. of Technology
- Univ. of Illinois-Chicago
- Univ. of Illinois - Chemistry & Chemical Engrg.
- University of Illinois - Commerce & Business
- Univ. of Illinois - Engrg.
- Indiana University
- Indiana Univ. - Northwest
- Indiana Univ. / Purdue Univ. - Indianapolis
- Iowa State Univ. - Agri.
- Iowa State Univ. - Bus., Science & Humanities
- Iowa State Univ. - Design
- Iowa State Univ. - Engrg.
- Iowa State Univ. - Family & Consumer Science
- Iowa State Univ.- Vet. Med.
- Univ. of Iowa - Bus / Engrg.
- John Carroll University
- Judson College
- Univ. of Kansas - Arts
- Univ. of Kansas - Bus.
- Univ. of Kansas - Engrg.
- Knox College
- Lawrence University
- Loras College
- Mac Murray College
- Manchester College
- Marietta College
- Marquette University
- Mayville State University
- Michigan State University
- Michigan Tech University
- Univ. of Michigan - Ann Arbor - Engineering
- Univ. of Michigan- Dearborn
- Univ. of Minnesota- Agri.
- Univ. of Minnesota- Carlson Sch. of Mgmt.
- Univ. of Minnesota-Lib. Arts
- Minot State University
- Univ.of Missouri - Columbia - Engineering
- Univ. of Missouri - Rolla
- Univ. of Missouri - St. Louis
- Missouri Western State College
- College of Mount St. Joseph
- Mundelein College
- Muskingum College
- Univ. of North Dakota
- Northern Illinois University
- Northern Michigan University
- Northland College
- Northwestern College
- Northwestern University
- Northwestern Univ.- Kellogg Grad. Sch. of Business
- Northwest Missouri State Univ.
- University of Notre Dame
- Ohio Northern University
- Ohio State Univ. - Agri.
- Ohio State Univ. - Arts & Sci.
- Ohio State Univ. - Bus.
- Ohio State Univ. - Engrg.
- Ohio University
- Ohio Wesleyan University
- Otterbein College
- Pittsburg State University
- Purdue University
- Rockford College
- Saginaw Valley State Univ.
- Southern Illinois Univ. - Carbondale
- Southern Illinois Univ. - Edwardsville
- Southwest Missouri State Univ.
- St. Ambrose University
- College of St. Thomas
- Stephens College
- Taylor University
- Teikyo Westmar University
- University of Toledo
- Tri-State University
- Viterbo College
- Walsh College of Acct. & Bus.
- Wartburg College
- Washington Univ. - Bus.
- Washington Univ. - Engrg.
- Wayne State University
- Wichita State University
- Univ. of Wisconsin - Eau Claire
- Univ. of Wisconsin - Green Bay
- University of Wisconsin - Madison - Arts
- University of Wisconsin - Madison - Business
- University of Wisconsin - Madison - Engineering
- Univ. of Wisconsin - Platteville
- Univ. Wisconsin - River Falls
- Univ. of Wisconsin - Stout
- College of Wooster
- Wright State University
- Youngstown State Univ.

RMCPA

- American Grad School of International Mgmt. - Thunderbird
- University of Arizona
- Brigham Young Univ.
- Carroll College
- Colorado School of Mines
- Colorado State University
- Colorado Tech
- University of Colorado
- University of Denver
- Eastern Montana College
- Kansas State University
- Kearney State College
- Montana State University
- University of Montana
- Univ. of Nebraska - Lincoln
- Univ. of Nebraska - Omaha
- New Mexico Institute of Mining & Technology
- New Mexico State University
- University of New Mexico
- Northern Arizona Univ.
- Univ. of North. Colorado
- Sioux Falls College
- South Dakota School of Mines
- Univ of South Dakota -Bus.
- Utah State University
- University of Utah
- Washburn University
- University of Wyoming

SCPA

- Alabama A&M Univ.
- University of Alabama
- Univ. of Alabama - Engrg
- Univ. of Alabama-Birmingham
- Auburn University
- Augusta College
- Averett College
- Bellarmine College
- Berry College
- Catawba College
- University of Central Florida
- Centre College
- The Citadel, Military College of South Carolina
- Clemson University
- Duke University
- Duke Univ. - Fuqua School of Business
- East Carolina University
- Eastern Kentucky University
- East Tennessee State Univ.
- Elon College
- Emory Univ. - Business
- Florida Atlantic Univ.
- Florida Institute of Technology
- Florida State University
- University of Florida
- Georgia College
- Georgia Institute of Technology
- Georgia Southern University
- Georgia Southwestern College
- Georgia State University
- University of Georgia
- Hampton University
- Jacksonville University
- University of Kentucky
- Louisiana College
- Louisiana State University
- University of Louisville
- University of Louisville-Engrg.
- Mars Hill College
- Mary Washington College
- Memphis State University
- Mercer University - Atlanta
- Middle Tennessee State Univ.
- Millsaps College
- Mississippi State University
- University of Mississippi
- University of Montevallo
- Morehead State University
- Morris College
- North Carolina A&T State University
- North Carolina Central Univ.
- North Carolina State University -Textiles
- University of North Carolina -Chapel Hill
- University of North Carolina-Greensboro
- Northeast Louisiana Univ.
- Northern Kentucky Univ.
- Univ. of North Florida
- Oglethorpe University
- Old Dominion Univ.
- Institute of Paper & Science
- Presbyterian College
- Queens College
- Randolph-Macon Woman's College
- Ringling School of Art & Design
- Rollins College
- St. Augustine's College
- Samford University
- University of South Alabama
- University of South Carolina
- University of South Carolina - Aiken
- University of South Carolina - Coastal
- University of South Carolina - Spartanburg
- Southern College of Technology
- Univ. of Southern Mississippi
- University of South Florida
- Spring Hill College
- Tennessee Tech University
- Univ. of Tennessee - Chattanooga
- Univ. of Tennessee - Knoxville
- Troy State Univ. at Dothan
- Tulane University
- Valdosta State College
- Vanderbilt University
- Vanderbilt University - Owen Grad. School of Mgmt.
- Virginia Tech & State Univ.
- University of Virginia
- Wake Forest University
- Wake Forest Univ.-Babcock Grad. School of Mgmt.
- Western Carolina Univ.
- Western Kentucky Univ.
- College of William & Mary
- Winthrop College
- Wofford College
- Xavier Univ. of Louisiana

SWPA

- Arkansas College
- Univ. of Arkansas-Fayetteville
- Baylor University
- Corpus Christi State University
- East Texas State University
- Hendrix College
- University of Houston
- Univ.of Houston - Clear Lake
- Lamar University
- Langston University
- Louisiana Tech University
- Midwestern State University
- University of North Texas
- Oklahoma State University
- Oklahoma State Univ. - Engrg.
- University of Oklahoma
- UT - Pan American
- Prairie View A & M University
- Sam Houston State University
- Southern Methodist University
- Stephen F. Austin State Univ.
- Texas A & I University
- Texas A & M University
- Texas Lutheran College
- Texas Tech University
- University of Texas - Arlington
- University of Texas - Austin - Business Administration
- Univ. of Texas-Austin - Engrg
- University of Texas - El Paso
- University of Texas - Tyler

WCPA

- Arizona State University
- California Inst. of Technology
- California Poly. State University - San Luis Obispo
- California State Poly University - Pomona
- California State Univ.- Fresno
- California State Univ.-Hayward
- California State Univ.- Long Beach
- California State University- Los Angeles
- California State University- Sacramento
- Univ. of California - Irvine - Graduate School of Mgmt.
- Univ. of California - Los Angeles
- Gonzaga University
- University of Idaho
- Loyola Marymount University
- Mills College
- Monterey Institute of International Studies
- University of Nevada - Reno
- Oregon State University
- University of Oregon
- University of the Pacific
- Point Loma Nazarene College
- Portland State University
- University of Redlands
- San Diego State University
- University of San Francisco
- San Franicisco State University
- San Jose State University
- Santa Clara University
- Univ. of Southern California
- Univ. of Southern California- Graduate School of Business
- Stanford University
- Washington State University
- University of Washington
- Westmont College